

BOSTON UNIVERSITY
SCHOOL OF THEOLOGY

Dissertation

THE RECRUITMENT AND CONSERVATION OF THE MINISTRY
IN
THE CHURCH OF THE BRETHREN

Volume II

by

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CHAPTER VI

TOWARD A MORE EFFECTIVE MINISTRY

1. Introduction

The previous two chapters of this dissertation dealt with the motivations for entering the ministry, and factors related to pastoral withdrawal. This chapter deals with the third phase of the study, conservation of the ministry.

The topic under consideration should not be construed to mean that every individual who volunteers for the ministry should be accepted. Neither should one assume that the Church will ever arrive at the place where individuals will not leave the pastoral ministry. There will always be a certain number of persons who are not altogether sure of what they want;¹ another group who have drifted into the ministry without thought or planning, along paths of least resistance and mere chance, or through the jungle of trial and error--and, after getting there, discover that "it is

¹In an article "Do You Know What You Want," College Placement Annual: 1962 (Bethlehem: The College Placement Council, Inc., 1961), p. 9. Nansi E. Corson wrote that "the most frequent, single observation of those employers who, over the years have consistently interviewed graduates from our colleges and universities, has been that they do not know what they want to do."

not the job for me."¹ Even if the Brotherhood eventually is able to develop a good ministerial recruitment program (part of the reason for this study) there is no guarantee that it will be universally accepted or, if used, that it will be successful at all times.

The writer of this dissertation is of the opinion that the minister in the Church of the Brethren is a victim of circumstance. Not only do 84 per cent of all pastors serve churches with from 3 to 266 members (and many churches unable to support adequately a pastor) but they serve churches with histories for obtaining pastoral services for a fraction of what it costs to support a seminary-trained pastor. In addition, many churches do not know the basic needs of a professionally trained pastor.

The question (while it deals with conservation of the ministry) should not be "how does the church keep men from leaving the pastoral ministry?" Rather, it should be "what can the church do to conserve, protect, guard, and help those men who (because of their unique profession as ministers and pastors) can do little to improve their lot in life?"

¹Interview No. 293.

It is assumed that the basic material in this chapter, therefore, is to provide the Church with the kinds of information which will help it to build the type of an atmosphere needed to enhance pastor-church relationships. This does not mean that the Church should cater to every whim and wish of the pastor or that the ideal will ever be achieved. It is rather a fair appraisal of the opinions and attitudes of pastors toward the many aspects of life in the parish which make for happiness in the ministry. A pastor happy in his work is important for "he who has once been happy is for aye; out of destructions reach."¹

2. Tests and Standards

i. Administering Personality and Vocational Tests Before Ordination

Choosing a life's work is something more than consulting the scores of vocational or personality tests. To make a wise vocational choice one must first understand himself--his interests, abilities, aptitudes as well as health and personality characteristics. A careful self-study includes an examination of one's whole person including strengths and weaknesses, liabilities and

¹Wilfrid Blunt, "Sonnet, With Esther," quoted by John Bartlett, Familiar Quotations (New York: Permabooks, 1958), p. 33.

potentialities. A program guide designed to aid young people in choosing a church vocation suggests that individuals "get the facts clear about themselves as a person"¹ and "take the recommended interest, aptitude and intelligence tests."²

Although it is true that psychological tests for measuring intelligence, aptitudes and getting personality inventories is still in an experimental stage, when used discretely and with other objective information, they give insight into the fitness of a man for the ministry. The question before us is: To what degree have Church of the Brethren pastors and ministers subjected themselves to personality and vocational tests and to what degree do they feel they should be used in the future?

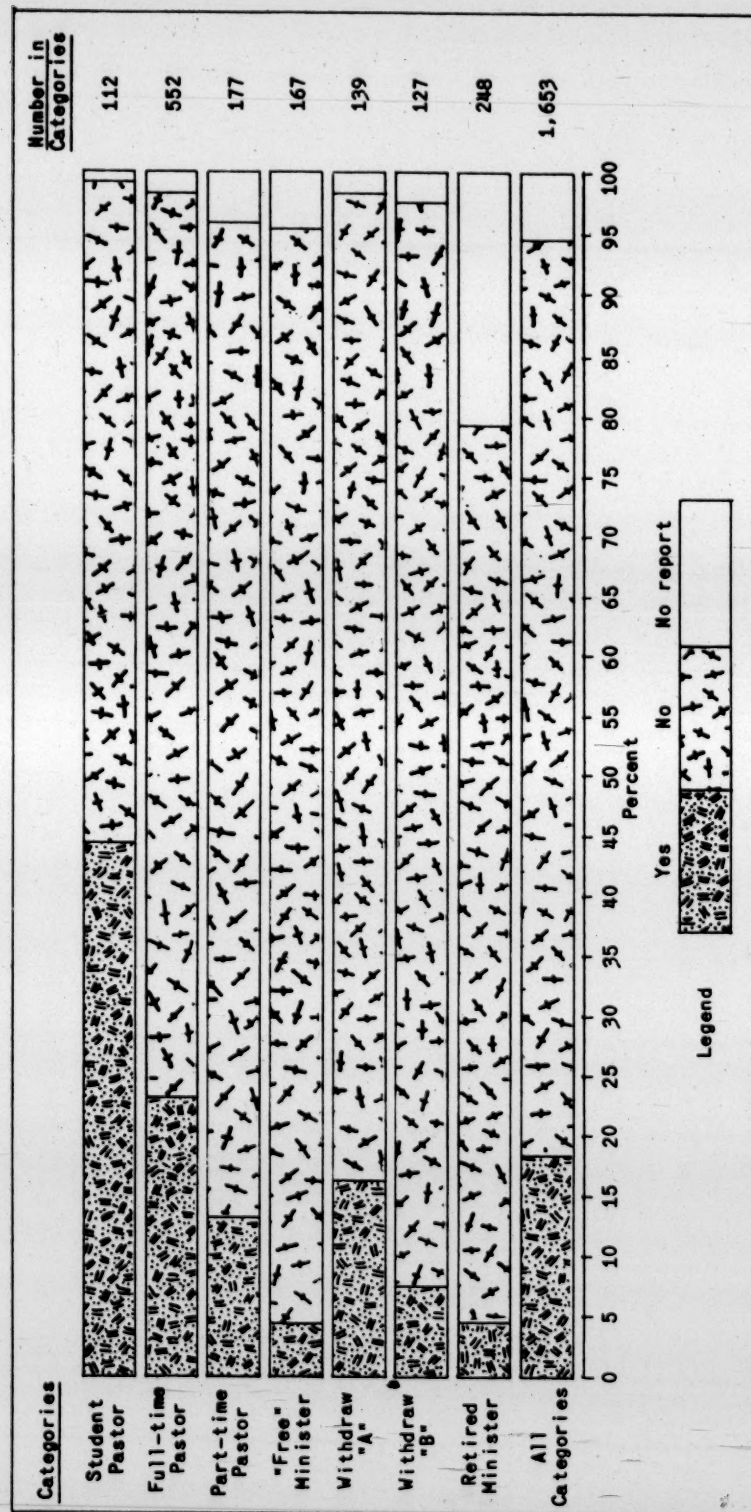
The data on Chart VI-1 and VI-2 vividly disclose that the Church has not made much use of either personality or vocational tests. Of the 1653 pastors and ministers who answered the questionnaire, less than 2 in 10³

¹"Signposts to Church Vocations," Church Vocations: Program Guide, Commission on the Ministry (New York: American Baptist Convention, January 31, 1960), p. 16.

²Ibid. The two signposts to church vocations mentioned above are 2 of a group in 12.

³Actually 17.1 per cent, or 282 persons, for personality tests; and 19.7 per cent, or 366 persons, for vocational tests.

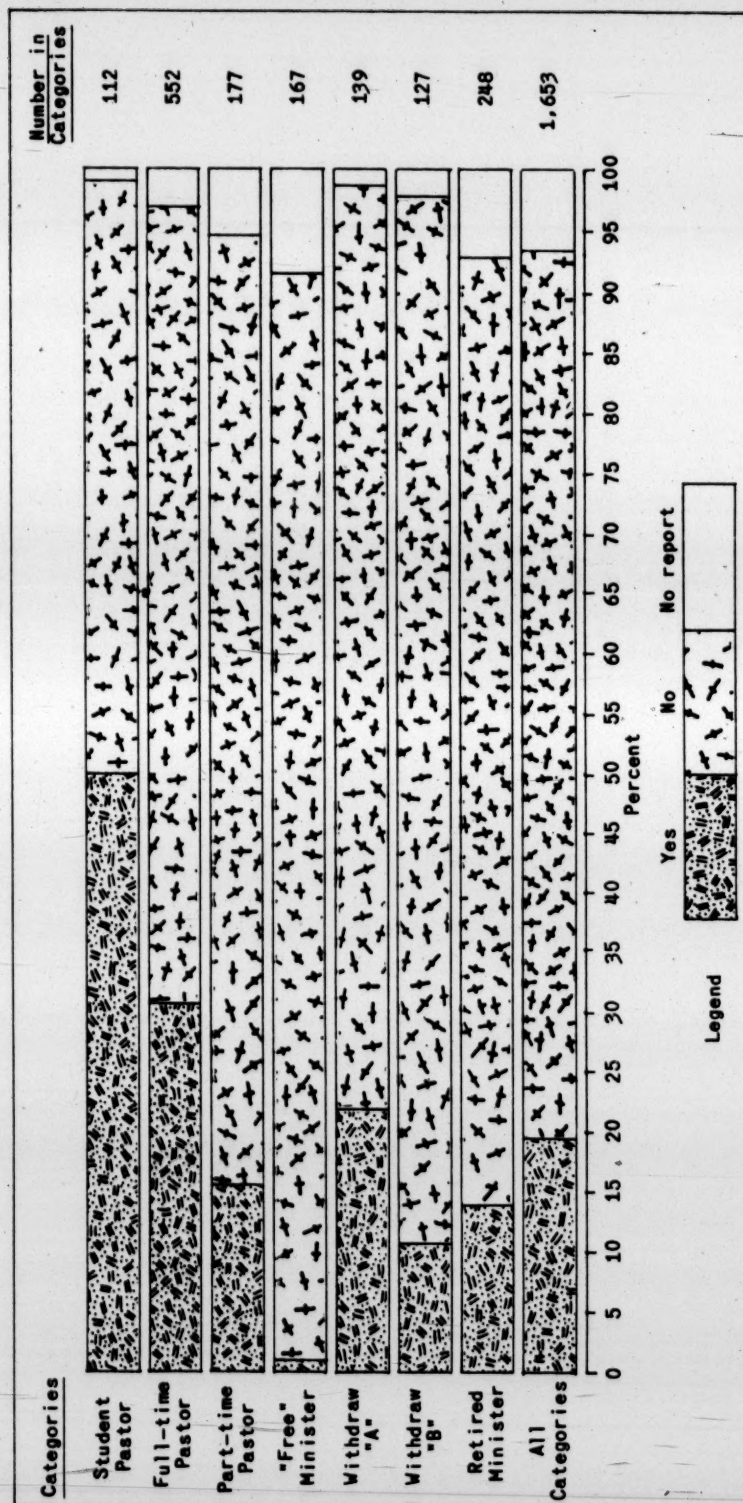
CHART VI-1
 NUMBER OF 1653 PASTORS AND MINISTERS WHO TOOK PERSONALITY TESTS BEFORE
 ENTERING THE MINISTRY, BY MINISTERIAL CATEGORY



SOURCE: The Church of the Brethren Study, 1961
 Recruitment and Conservation of the Ministry

VI-1

CHART VI-2
NUMBER OF 1653 PASTORS AND MINISTERS WHO TOOK VOCATIONAL TESTS BEFORE
ENTERING THE MINISTRY, BY MINISTERIAL CATEGORY



@ VI-2

SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

took personality or vocational tests before entering the ministry.

The trend, however, is toward a testing program. Slightly less than 9 in 20¹ student ministers took personality tests and 1 in 2² took vocational tests before deciding to enter the ministry. This is an approximate 39.8 per cent increase³ in the use of personality tests and a 38. per cent⁴ increase in vocational tests over yester-years' pastors.⁵

ii. Ministers' Attitudes Toward the Use of Personality and Vocational Tests

As past events have a bearing on that which is to come, so attitudes toward vocational guidance are governed by one's understanding of the working of God. An individual who believes that God divinely selects and sets apart for ordination those who shall serve Him sees little advantage

¹Actually 44.6 per cent, or 50 students.

²Actually 50.0 per cent, or 56 students.

³Only 4.8 per cent retired ministers took personality tests before entering the ministry.

⁴Similar to that of personality tests only 2.0 per cent retired ministers took vocational tests before entering the ministry.

⁵Or retired ministers.

in submitting to testing programs; whereas those who believe it is important to be both an instrument of God and at the same time to be qualified for the task will seek out aids which will help in making a right vocational decision.

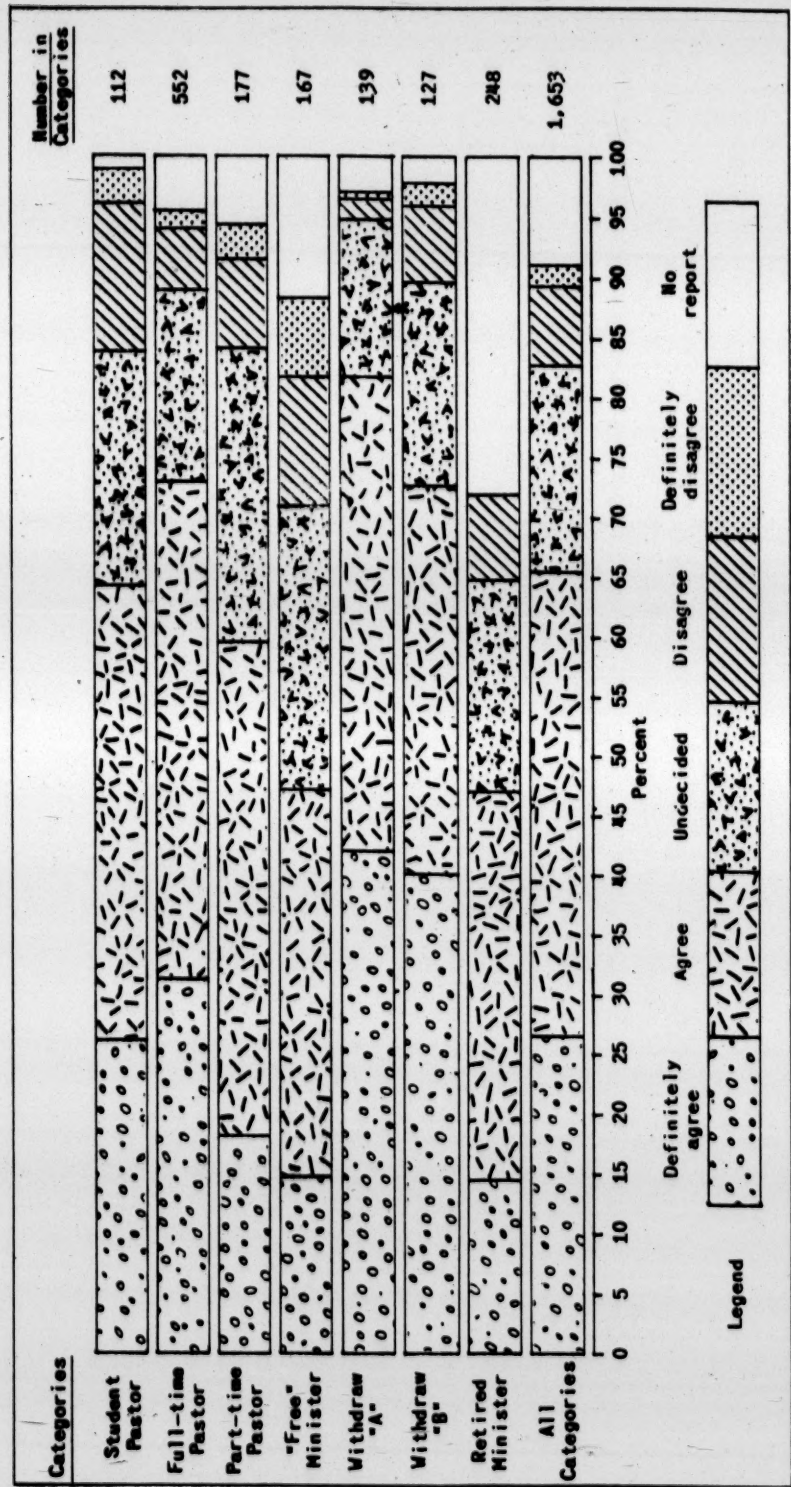
The returns from 1653 pastors and ministers stating their viewpoints on employing testing devices indicate that the two above philosophies of how God works are in operation in the Church of the Brethren. Although the majority of pastors and ministers agree in basic principle¹ to the utilization of testing programs, those opposed to the idea made their opposition known.²

The data on Chart VI-3 indicate that there is a considerable variation of opinions on testing programs among ministers. Ministers in categories 5 and 6, which included denominational executives, college professors, and ministers in other church-related vocations, indicated strong approval for testing ministerial candidates. More

¹A few individuals added qualifying statements such as: "If administered by qualified persons" (No. 12); "But they must be properly interpreted and understood" (No. 1222); "But they should not be determinative" (No. 741).

²As indicated by statements such as: "Let God do it" (No. 91); "The Lord should direct" (No. 942); "Don't believe in tests as guides" (No. 786); and "it just depends" (No. 422).

CHART VI-3
HOW 1653 PASTORS AND MINISTERS FEEL ABOUT SUBMITTING TO PERSONALITY AND VOCATIONAL TESTS BEFORE ENTERING THE MINISTRY, BY MINISTERIAL CATEGORY



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

than 8 in 10^1 ministers in category 5, and 7 in 10^2 in category 6, indicated their approval of testing procedures.

When considered as one unit, approximately 7 in 20^3 Church of the Brethren pastors and ministers approved in some degree; 1 in 10^4 disapproved in some degree; and 2 in 10^5 were undecided as to whether or not ministerial candidates should submit to personality and vocational tests before entering the ministry.

iii. Ministers' Attitudes Toward Candidates Being Examined Before Ordination

In a study, The Advancement of Theological Education, the danger in defining the exact point at which an individual becomes an undesirable candidate for the ministry is forcefully brought to the attention of those who are responsible for selecting candidates for the ministry. The writer says:

¹Actually 82.7 per cent, or 115 persons.

²Actually 72.4 per cent, or 92 persons.

³Actually 65.2 per cent, or 1,078 persons.

⁴Actually 8.4 per cent, or 139 persons.

⁵Actually 17.8 per cent, or 295 persons.

If, for example, a standard definition of emotional stability were made the principal criterion for evaluation, a modern Jeremiah or Kierkegaard would probably not be permitted to study theology. There is clearly a place for a few "off-beat" personalities in the work of the church. If high intellectual competence becomes the principle criterion, some men who could become effective pastors are excluded. If the capacity for easy social relations is lifted to pre-eminence, the church will lose some potentially good scholars. Even within a given vocation, such as the parish ministry, diverse qualities can make for equally effective work.¹

Although the point is conceded that it is not possible to define precisely what kinds of individuals make good pastors and ministers, in a denomination (such as the Church of the Brethren) where almost any individual who expresses a desire to become a minister is welcomed into the fold with open arms, some safeguards should be established which will prevent the Church from elevating extremely troublesome personalities into positions of leadership.

It should be noted that the Church already has conference approval and machinery installed for examining ministerial candidates before ordination. The 1942 Conference authorized official boards of churches and District Ministerial Boards to examine candidates previous to ordination with reference to aims, ability, fitness, and

¹H. Richard Niebuhr, Daniel Day Williams and James M. Gustafson, The Advancement of Theological Education (New York: Harper & Brothers, 1957), p. 177.

willingness to prepare for the duties of the ministry.¹

The directive states further that, "If and when these boards are satisfied that the applicant qualifies, he or she shall be licensed as directed in the minutes of the Annual Meeting and the order of service as printed in the Ministers Manual.²

The question then is not official sanction but approval by the ministerium.³ If the conference directive is to be carried out and if it is to be of any value or have any meaning, it must have the support of those who must conduct the examinations. Here again, as was discovered in viewpoints concerning administering personality and vocational tests, acceptations and rejections were based on viewpoints held regarding the manner in which God operates in the affairs of men.

¹Brethren Ministers Manual, p. 80.

²Ibid.

³Opposing the use of examining committees varied in degree of intensity as is indicated by the following statements: "District Ministerial Committee is not school committee" (No. 71); "Don't believe in tests as guides" (No. 1641); "Not on the basis for becoming minister" (No. 432); "If called of God no committee should prevent ordination" (No. 22); "Providing that the committee knows what it's all about" (No. 399); "Committee should be first asked to dedicate themselves to the Lord" (No. 1401).

The data on Chart VI-4 indicate that slightly more than 7 in 10¹ Church of the Brethren pastors and ministers approve of examining ministerial candidates before ordination. Approximately 1 in 20² disapproved; and slightly more than 1 in 10 are undecided.³

As would be expected, the number of ministers in category 5 (which includes district and regional executive secretaries) that approved of examining candidates before ordination was higher than those of any other category. Eight out of 10⁴ ministers now employed in some church-related vocation favor examining committees; 2 in 20⁵ oppose it, and 1 in 10⁶ are undecided.

iv. Ministers' Attitudes Toward Educational Standards for Ordination

In a denomination such as the Church of the Brethren (with a history of calling laymen into the ministry by vote

¹Actually 72.3 per cent, or 1196 persons.

²Actually 6.04 per cent, or 100 persons.

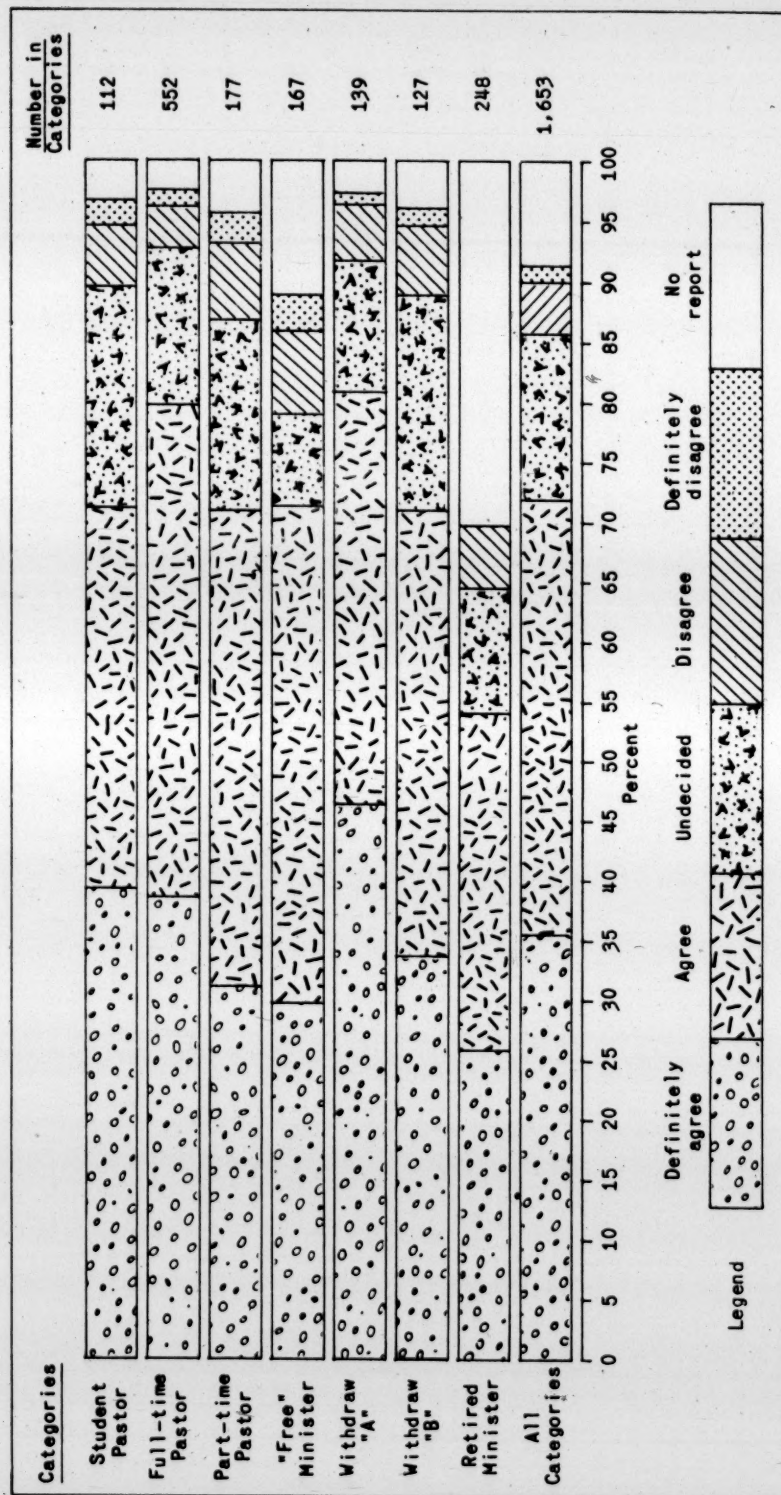
³Actually 4.7 per cent, or 215 persons.

⁴Actually 80.6 per cent, or 112 persons.

⁵Actually 5.0 per cent, or 7 persons.

⁶Actually 11.5 per cent, or 16 persons.

CHART VI-4
HOW 1653 PASTORS AND MINISTERS FEEL ABOUT BEING EXAMINED BEFORE ORDINATION,
BY MINISTERIAL CATEGORY



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

@ VI-4

of the congregation irrespective of personal or formal training) the problem of raising the educational standards of the ministry is a live issue.

Although the majority of pastors and ministers advocate a balance between training and calling, a few ministers take a radical pro or con position on educational requirements for ordination. The less-trained pastor, seeing the trend of the Church toward an educated ministry, is quick to remind those advocating training that "the 12 apostles had no degrees."¹ Because the seminary trained pastor is less vocal (since his position is more secure), he feels that it is unjust to give a non-seminary trained pastor the same salary and recognition as one who has submitted himself to the rigorous demands in both time and money in pursuit of a college and seminary training.

In general, Church of the Brethren pastors and ministers take one of four positions on educational standards for ordination. They: (1) vigorously oppose the setting of any kind of educational standard for ordination;² (2) believe that higher standards would be helpful,

¹No. 804.

²Typical statements of those advocating this viewpoint are: "The Bible sets no educational standards" (No. 144); "Peter was called by Jesus. He was not educated, but a poor fisherman." (No. 1604)

but are concerned lest too much emphasis be placed on them;¹ (3) believe that lack of formal training has hindered their contribution to the church and recommend that the church raise its educational standards;² or (4) propose that the church maintain rigid educational standards, making few or no exceptions.³

¹Typical statements of those advocating this position are: "But ministers should seek training under the Lord's blessing" (No. 2301); "Let us be careful that men are not only educated" (No. 2304). Concerning the balance between "calling" and education, Bishop Homer A. Tomlinson writes, "I would dare mention also that when our entire movement depended upon a "called" ministry, the percentage of increase in the church membership and constituency ran at least 100 per cent a year, with trained ministry the increase comes down to 7 per cent a year, even to loss, which surely indicates something" (quoted from letter written by Homer A. Tomlinson, Bishop, General Overseer, The Church of God, World Headquarters, 93-05, 224th Street, Queens Village 28, New York, U.S.A., January 1, 1960).

²Typical statements of those advocating this viewpoint are: "This is my problem--get as much as possible" (No. 2403); "I'm in favor of education--wish I had it" (No. 1607).

³Typical statements of those advocating this viewpoint are: "We need better standards--should stick to them" (No. 374); "I prefer point one [The church should demand of all those who would be ordained a four-year course in college plus a three-year seminary course] but practicability leads me to circle two [The Church should maintain rigid educational standards but in the cases of a few extraordinarily gifted individuals the educational requirements may be raised with the consent of three-fourths of the members of the Elders body]" (No. 69).

The data on Chart VI-5 indicate that an inverse relationship exists between the frequency polygons representing the degree of education attained by ministers and what they believe should be the educational requirements for ordination. Only 2 in 100¹ "free ministers" as compared to approximately 3 in 20² full-time pastors and 1 in 4³ student ministers felt that the Church should demand a four-year college course plus a three-year seminary course.

It is perfectly clear that individuals opposing the setting of educational standards for ordination are fighting a losing battle. The 1959 Annual Conference approved a committee report which, among other things, states "that the General Brotherhood Board should make specific reading and study courses . . . for non-seminary men to show evidence of growth in the ministry."⁴ Although this reaffirmation of previous annual conferences statements⁵ regarding desirability of educational

¹Actually 2.4 per cent, or 4 persons.

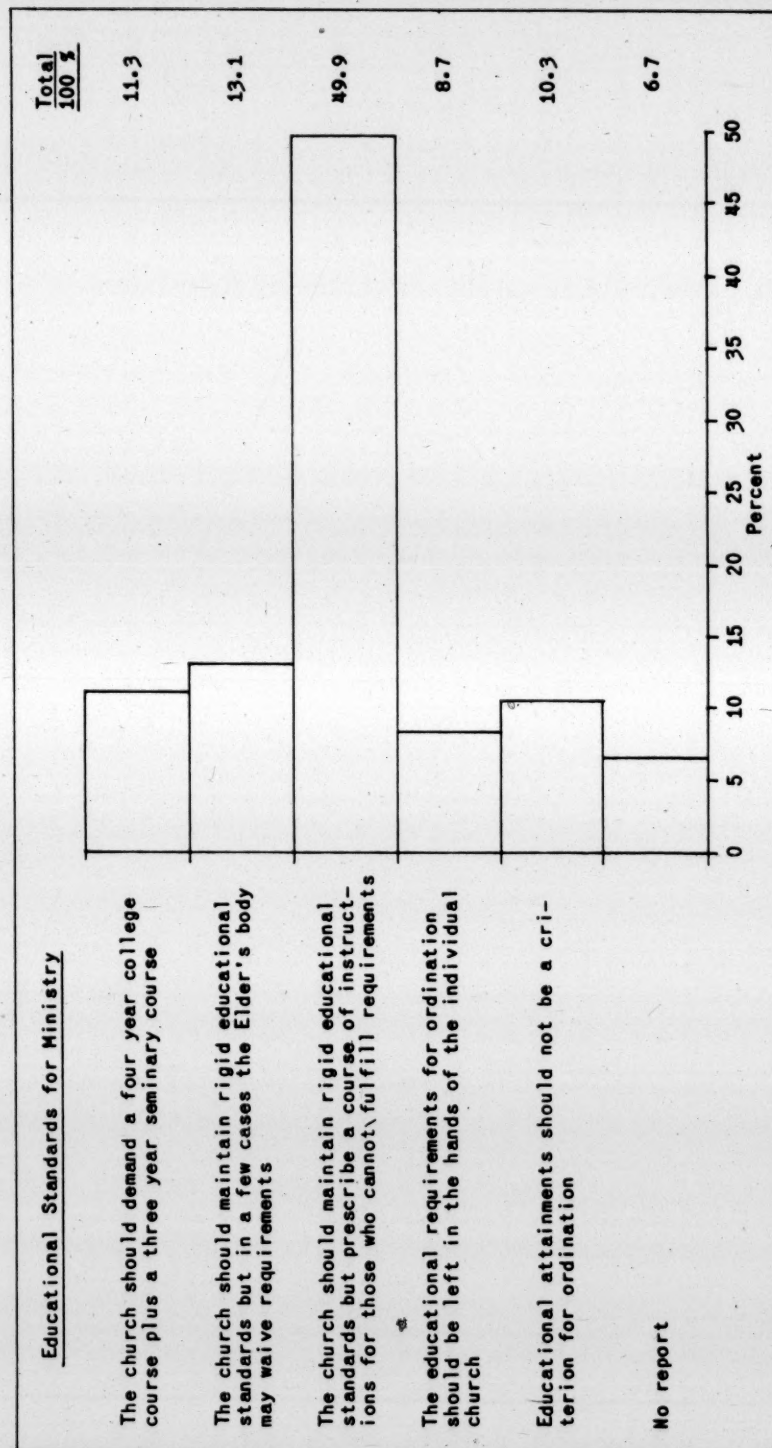
²Actually 12.7 per cent, or 70 persons.

³Actually 23.2 per cent, or 26 persons.

⁴See Minutes of the 173rd Recorded Annual Conference of the Church of the Brethren (June 16-21, 1959), p. 22.

⁵The 1942 Annual Conference specified that candidates for ordination should be examined specifically with

CHART VI-5
 THE POSITION 1653 PASTORS AND MINISTERS FEEL THAT THE CHURCH SHOULD TAKE
 ON EDUCATIONAL STANDARDS FOR ORDINATION



SOURCE: The Church of the Brethren Study, 1961
 Recruitment and Conservation of the Ministry

@ VI-5

standards for ordination has the approval of 1 in 2¹ pastors and ministers, approximately 2 in 10 would be in favor of leaving the educational requirements for ordination in the hands of the individual church or disposing of them entirely.

3. Preparation for the Ministry

i. Degree to Which Minister Feel Prepared

The intent of the question on "preparedness" was not to discover the number of pastors who felt their preparation was sufficient to satisfy the need exactly (only the self-conceited minister would dare say he handled all pastoral situations impeccably) but one of "measuring up to a just, fair, and even inexacting standard of what is requisite."²

reference to "a willing preparation for the duties of the minister" (Quoted from the Minister's Manual, p. 80).

¹Actually 49.9 per cent, or 825 persons. If the ministers who indicated a more rigid educational standard for ordination were added to the 825, indicated above, approximately 3 in 4 pastors and ministers (actually 74.3 per cent or 1229 persons) would agree with the decision of Annual Conference.

²Webster, p. 11. Although the key to interpreting the question is in the meaning of the phrase "most situations" and in Webster's less exact definition of the word "adequate," written comments on returned questionnaires, such as "I am no Solomon" (No. 1302) indicate that a few pastors and ministers missed the intent of the question.

The data on Table VI-6 indicate that the degree of competency in handling pastoral situations varies with the degree of experience and education. The importance that experience plays in the work of the minister is portrayed by the fact that only 1 in 10^2 ministers in category 8² as compared to 5 in 10^3 part-time pastors feel that they are adequately prepared; yet 68.3 per cent⁴ of the ministers in category 8 have a college degree or more as compared to 53.6 per cent⁵ for part-time pastors. Thus, the correlations indicate that part-time pastors, even though they are less educated, feel more capable of handling pastoral situations than do ministers in category 8.

The importance that education plays in the work of the ministry is portrayed by the fact that only 2 in 10^6 "free ministers" as compared to 6 in 10^7 full-time pastors

¹Actually 10.4 per cent, or 7 ministers.

²Or those ministers who were never actually engaged in pastoral work.

³Actually 49.7 per cent, or 88 part-time pastors.

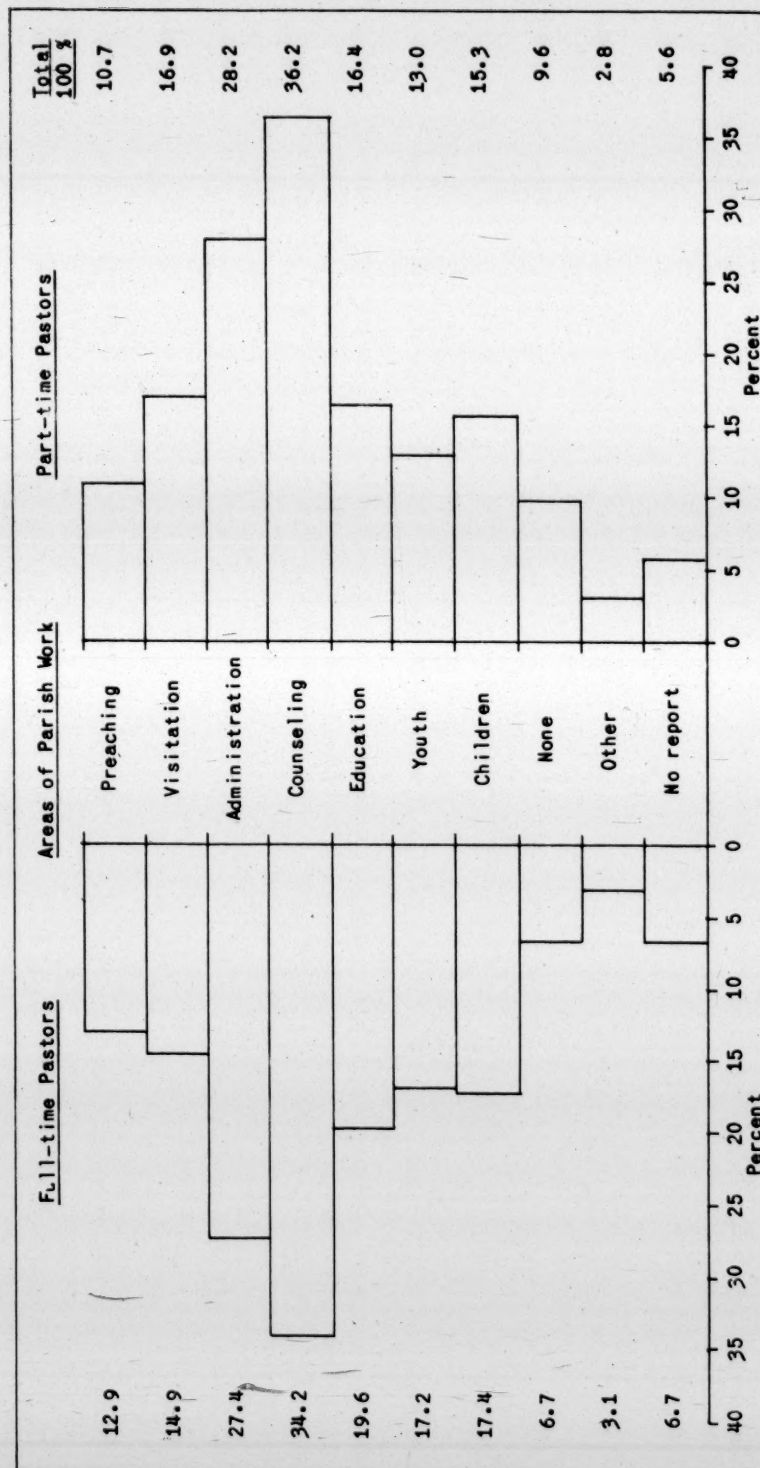
⁴Or 46 ministers; 16.3 per cent, or 11 ministers, were seminary graduates.

⁵Or 95 part-time pastors; 18.1 per cent, or 32 ministers, were seminary graduates.

⁶Actually 19.2 per cent, or 88 ministers.

⁷Actually 59.8 per cent, or 330 pastors.

CHART VI-6
AREAS OF CHURCH WORK WHERE 552 FULL-TIME AND 177 PART-TIME PASTORS FEEL INADEQUATE



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

@ VI-7

feel adequately prepared to handle most pastoral situations, yet 33.3 per cent¹ free ministers have been in the ministry 25 years or more as compared to 31.5 per cent² for full-time pastors. Since it is true that the differences in competency due to degree of education is compounded by the fact that pastors work at their occupations full time-- thus gaining more experience in a shorter period of time-- the writer of this dissertation feels that education is a major factor in full-time pastors indicating higher competency in being able to handle pastoral situations than "free ministers."

ii. Areas of Parish Work in Which Pastors Feel Inadequate

In describing the work of the minister, Willard A.

Pleuthner says

No professional man has a wider variety of duties. The minister must be a student, scholar, orator, business man, spiritual guide, family-relations expert, psychologist, welfare worker, and community leader."³

In describing the duties that he is expected to carry out each week a pastor wrote, "No minister, unless he is a genius, can be expected to know or deal

¹Or 58 ministers.

²Or 174 pastors.

³Willard A. Pleuthner, More Power For Your Church (New York: Farrar, Straws and Young, 1952), p. 155, citing William B. Hartley, "Are We Starving Our Clergy," Redbook, November, 1951, no page indicated.

intelligently with every aspect of parish life."¹ Perhaps this is the reason for Niebuhr, Williams, and Gustafson coming to the conclusion that "three years are evidently too short a time for the theological and professional education of ministers."² Although no absolute conclusions as to the inadequacies of ministers can be drawn, the data on Chart VI-6 seem to indicate that they vary with degree of training, experience, and education.

The most expressed inadequacy of ministers in Category 8 was preaching;³ those in Category 5, Christian education;⁴ those in Categories 1, 4, 6, 7, and 10, church administration;⁵ and those in Categories 2, 3, and 9, counseling.⁶

¹No. 732.

²Niebuhr, Williams, Gustafson, Advancement of Theological Education, p. 217.

³Twenty and nine-tenths per cent, or 14 persons, so indicated.

⁴Fifteen and eight-tenths per cent, or 18 persons, so indicated.

⁵Twenty-two and three-tenths per cent, or 25 persons, in Category 1; 21 per cent, or 35 persons in Category 4; 14.2 per cent, or 18 persons, in Category 6; 27 per cent, or 10 persons, in Category 7; and 11.1 per cent, or 3 persons, in Category 10 so indicated.

⁶Twelve and nine-tenths per cent, or 71 persons, in Category 2; 10.7 per cent, or 19 persons, in Category 3; and 8.1 per cent, or 20 persons, in Category 9 so indicated.

In addition to the observations enumerated above, the data also (by inference and/or imperical measurements) indicate that the complexity of pastoral situations, likes and dislikes of pastors, variations in the complacency of pastors, and individual talents, as well as the strength and weaknesses of seminary courses entered into the making of ministerial inadequacies.

The correlations of the data of Brethren Seminary graduates with that of graduates of other seminaries, consistently indicate that Brethren graduates not only feel less prepared than graduates of non-Brethren seminaries but that some variations exist in the effectiveness of course work done in the Brotherhood's Seminary in comparison with non-Brethren seminaries. For example, 14.5 per cent¹ of Bethany graduates as compared to 2.5 per cent² for non-Brethren seminary graduates felt inadequate in preaching; 25 per cent³ Bethany graduates as compared to 33.1 per cent⁴ non-Bethany Seminary graduates felt inadequate in counseling; and 25.8 per cent⁵ Bethany graduates

¹Actually 44 persons out of a universe of 302.

²Actually 1 pastor out of a universe of 44.

³Actually 11 persons out of a universe of 44.

⁴Actually 100 pastors out of a universe of 302.

⁵Actually 69 persons out of a universe of 302.

as compared to 13.6 per cent¹ non-Bethany Seminary graduates felt inadequate in administration. When pastoral inadequacies were considered as a unit, there was little difference between the histograms representing the frequency distributions of part-time and full-time pastors. The pastors of Brethren churches listed counseling and administration as the number 1 and 2 inadequacies.²

iii. Person Sought for When in Need of Counseling

"It is inevitable that . . . every person is beset with problems"³ says Paul Johnson. "It may not be on the surface, but it is there. . . ."⁴ "To tell one's anxieties to another person is always a relief."⁵

Walter Schuette advises his fellow ministers to keep "in close daily contact with the Good Shepherd of Souls"⁶ through prayer. In addition to this he suggests:

¹Actually 6 persons out of a universe of 44.

²Thirty-four and two-tenths per cent, or 189 persons, full-time and 36.2 per cent, or 64 persons, listed counseling as number 1 inadequacy; 27.4 per cent, or 151 persons, full-time and 28.2 per cent, or 50 persons, part-time pastors listed administration as number 2 inadequacy.

³Paul E. Johnston, Psychology of Pastoral Care (New York: Abingdon-Cokesbury, 1953), p. 15.

⁴Ibid., p. 15.

⁵Ibid., p. 120.

⁶Schuette, The Minister's Personal Guide, p. 175.

You may occasionally need a tonic. God knew, when He established the office of "reconciliation," that he could best administer this office through human agency. . . . You should have a close friend, preferably a minister . . . to whom to go, sometimes as to a confessor, sometimes as to a confidant.¹

The individual sought for personal counseling is determined partly by the nature of the problem,² finding a counselor in whom the counselee can have confidence,³ and the proximity of the counselor to the counselee at the time counseling is needed.⁴ Of the above four requisites, confidence in the counselor is, in all probability, most important.⁵

Since the person sought in counseling varies from region to region, and from district to district, the data on Chart VI-7 indicate that the person most sought for in

¹Ibid., p. 176.

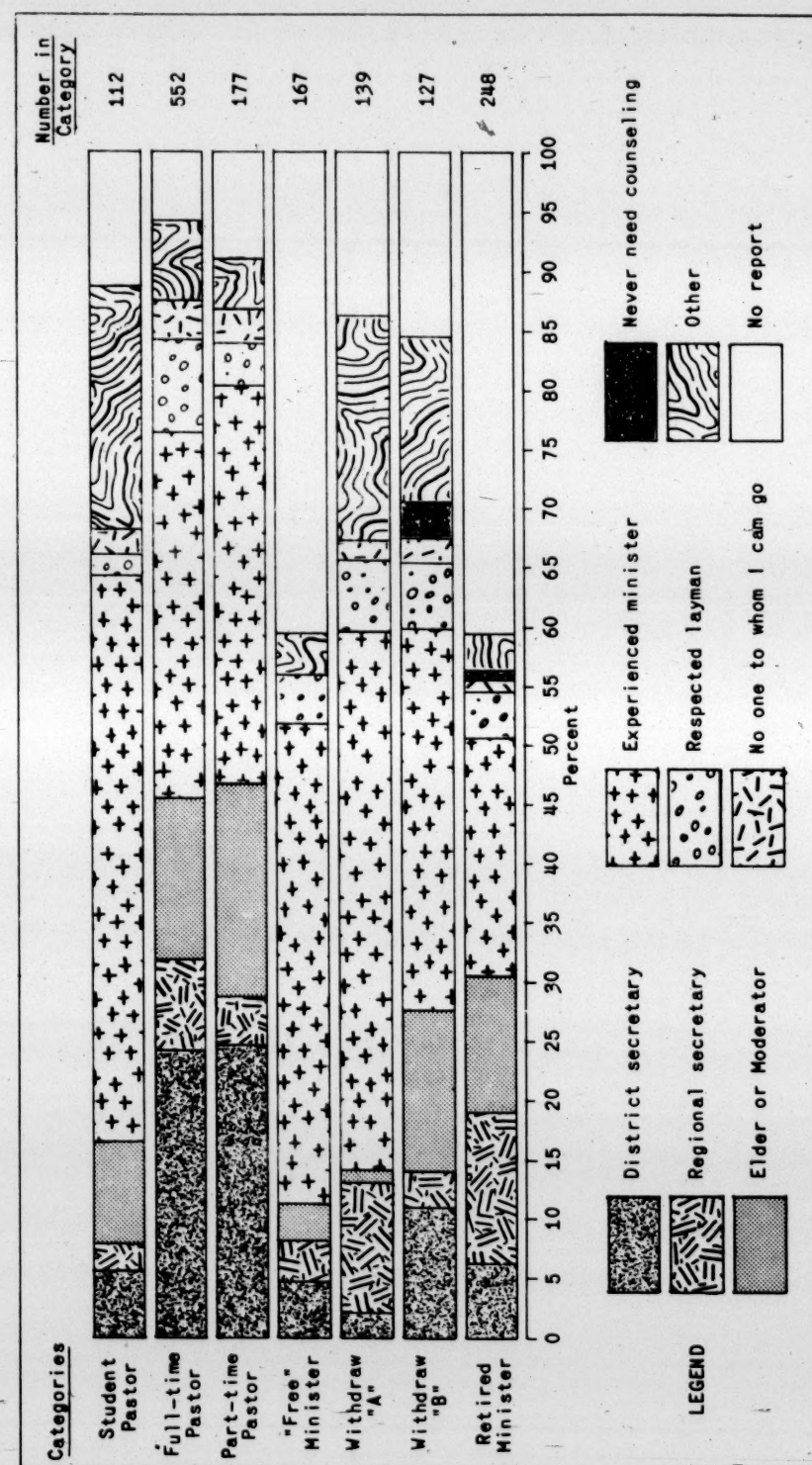
²As illustrated by the following pastoral remarks: "Depends on problem" (No. 199); "Depends on type of counseling I need" (No. 732).

³As illustrated by the following pastoral remarks: "Depends on the person and our relationship" (1912); "Some trusted person" (1404); "After one betrayal I go only to God" (2002).

⁴As illustrated by the following: "Depends where I am at the time" (2401); "A relative nearby" (No. 1702).

⁵Observations of the writer of this dissertation from interviews.

CHART VI-7
WHERE 1522 PASTORS AND MINISTERS GO WHEN IN NEED OF COUNSELING



SOURCE: The Church of the Brethren Study, 1961
@ VI-8

counseling is the experienced minister.¹ Slightly more than 3 in 10 pastors² prefer another experienced minister for counseling. If the pastors who preferred an elder or a moderator³ as counselor were combined with those who prefer another experienced minister, 9 in 20⁴ full-time pastors and 1 in 2⁵ full-time pastors would prefer an individual of their own status when in need of counseling.

The fact that slightly less than 1 in 4 pastors go to a district secretary when in need of counseling raises the question as to whether or not this Brotherhood employee is fulfilling, or is able to fulfill, his role as a

¹The range, however, for ministers in all categories was from 20.6 per cent for ministers in category 9 to 48.1 per cent for ministers in category 10.

²Actually 31.7 per cent, or 175 persons, for full-time pastors and 33.3 per cent, or 59 persons, for part-time pastors.

³Actually 13.0 per cent, or 72 persons, for full-time pastors and 18.1 per cent, or 32 persons, for part-time pastors.

⁴Actually 44.7 per cent, or 247 full-time pastors.

⁵Actually 51.4 per cent, or 91 part-time pastors.

counselor to pastors.¹

4. Tools With Which to Work

i. The Need for and Degree Churches Make Adequate Provisions for Secretarial Assistance

I didn't spend 4 years in college and 3 years in seminary to come back to a church and pound a typewriter.²

I rather enjoy tinkering around office equipment, and an occasional typing job breaks the monotony of pastoral work.³

My wife is able to take care of typing and mimeographing the Sunday bulletin.⁴

I have an elderly lady in the church who spends several mornings a week in the church office.⁵

These statements provide some insights into the varied viewpoints that pastors have toward secretarial assistance. The pastor who primarily thinks of himself as a professional minister does not find complete fulfillment and satisfaction in his calling if much of his time must be spent in performing the tasks of typing letters and mimeographing; whereas, in contrast, a mechanically minded pastor may find office work a relief from pastoral responsibilities.

¹The difficulties that district executive secretaries encounter in their relationships with pastors have been covered in the section on pastoral placements and indicants on pastoral withdrawal.

²No. 673. ³No. 246. ⁴No. 1273. ⁵No. 1403.

The issues involved are the actual need of a secretary, the pastor's ability and viewpoint concerning his willingness to do office work, as well as the church's financial ability to provide the needed assistance. The former deals with needs, philosophy, and skills; the latter with finances and, in some instances, the church's lack of foresight in making secretarial assistance available to the pastor.

The data on Chart VI-8 indicate that less than 2 in 10¹ churches with full-time pastors provide adequate secretarial assistance for their ministers. Approximately the same number² provide partial secretarial assistance. Actually 7 in 20³ churches provide either partial or adequate secretarial assistance for their pastors. Seven in 20⁴ pastors indicated that they do need secretarial help.

As expected, part-time pastors do not express as great a need for secretarial assistance as do full-time

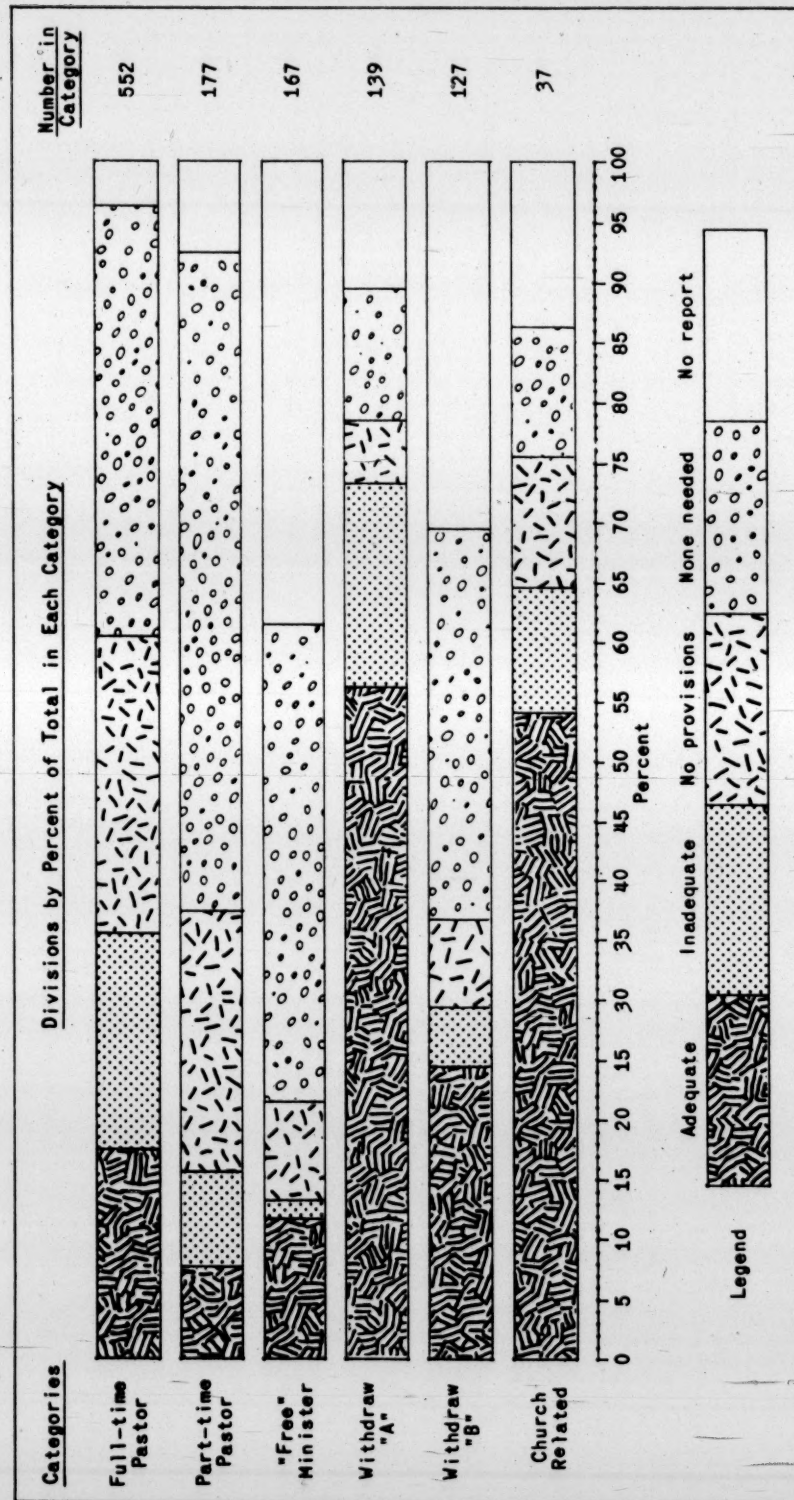
¹Actually 17.8 per cent, or 98 churches.

²Actually 18.1 per cent, or 100 churches.

³Actually 35.9 per cent, or 198 churches.

⁴Actually 35.7 per cent, or 197 pastors.

CHART VI-8
THE NEED 1199 PASTORS AND MINISTERS HAVE FOR SECRETARIAL ASSISTANCE AND THE DEGREE
TO WHICH IT IS PROVIDED FOR BY CHURCH OR EMPLOYING AGENCY



SOURCE: The Church of the Brethren Study, 1961
 Recruitment and Conservation of the Ministry

pastors. Approximately 11 in 20¹ part-time pastors indicated no need for secretarial assistance, while 3 in 20² said that their church provided either partial or adequate assistance.

More than half of those ministers employed in some church-related vocation indicated that they had adequate secretarial help.³ An additional 17.3 per cent⁴ in category 5, and 10.8 per cent⁵ in category 6, indicated that their employing agency provided partial secretarial assistance. Thus, 3 in 4⁶ ministers in category 5 and 13 in 20⁷ in category 7 receive partial or adequate secretarial assistance.

ii. Provisions for and Conditions of Pastor's Study, Equipment and Furnishings

In a study of how and where Baptist pastors in Massachusetts make use of their time, Robert A. Dow found

¹Actually 55.4 per cent, or 98 persons.

²Actually 15.8 per cent, or 28 persons.

³This includes 139 ministers in category 5 and 37 in category 7. Fifty-six and one-tenth per cent of those ministers in category 5 and 54.1 per cent in category 7 indicated that they had adequate secretarial assistance.

⁴Or 24 persons.

⁵Or 4 persons.

⁶Actually 73.4 per cent, or 102 persons.

⁷Actually 64.9 per cent, or 24 persons.

that (of their specified 68 hour work week) 20 hours were devoted to administrative and routine clerical work; 10 more hours to study and preparation of sermons.¹ Thus, based on an 8 hour work day, Baptist ministers in Massachusetts spend a total of approximately 3 3/4 days a week in an office or study.

Since a minister's working time varies from individual to individual, the fact remains that a great deal of a pastor's work week is spent in study, counseling, sermon preparation, and church administration. Thus, the office or study and the equipment therein become the tools with which he works. If a pastor is going to be able to work with the kind of precision his task requires, the Church must create the kind of setting which makes the task possible.

A pastor's study, located on the second floor of the parsonage, seldom meets the need (especially where there are children around) for a quiet retreat for meditation, counseling, creative planning, or sermon preparation. The church that buys a "20-year old mimeograph, discarded by

¹Robert A. Dow, "How the Minister's Time Adds Up" (unpublished Master's thesis, Andover Newton School of Theology, 1959), p. 40, quoted by Paul L. Sturges and Howard S. Russell, "The Role of a Baptist Minister," Massachusetts Baptist Bulletin (December, 1958), p. 4.

the public school system"¹ or is reluctant to repair a typewriter that "skips at will"² should not, upon receiving a Sunday morning bulletin, make passing remarks about the artistic ability of the pastor. Indeed, as one pastor said, "it is questionable whether or not they [meaning the congregation] desire the service of a highly trained, consecrated pastor."³

Interviews conducted with ministers indicate that few pastors leave the pastoral ministry for want of tools with which to work.⁴ They rather skip along and make the best use of what they have, with a fond hope that some time in the near future things will be different.

The data on Chart VI-9 indicate that two few churches provide adequate study facilities, furnishings, and equipment for their pastor. Since it is true that a large majority of churches provide a mimeograph or some other individual piece of equipment, when all the provisions indicated on Chart VI-9 are considered as a unit, almost 4 in 10 churches⁵ with full-time pastors make no provisions

¹No. 92.

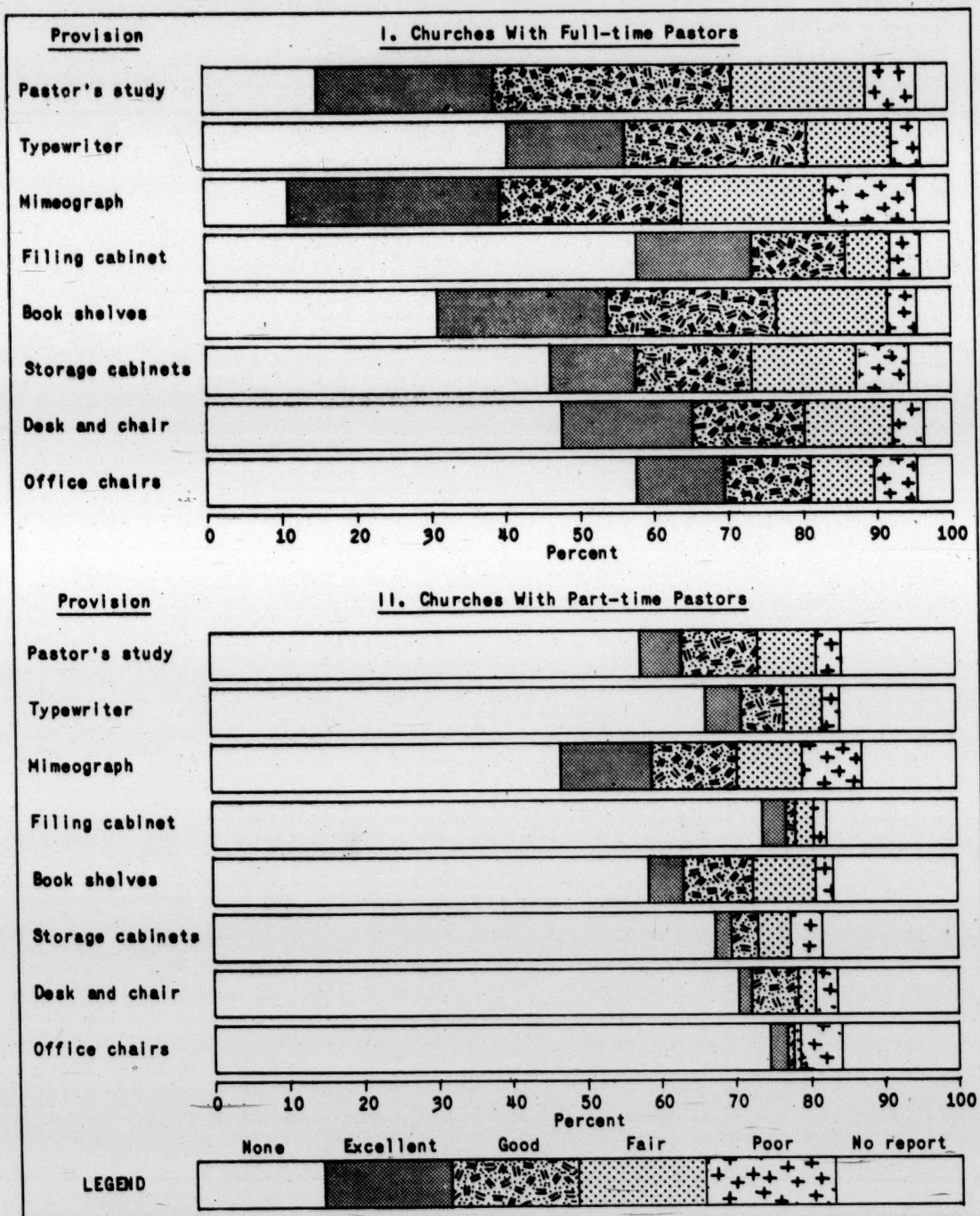
²No. 743.

³No. 2349.

⁴See Chapter VI.

⁵Actually 38.3 per cent. The figures indicated were computed by adding the total percentage of items not indicated on Chart VI-9 and dividing the total by the number of items.

CHART VI-9
PROVISIONS FOR AND CONDITIONS OF PASTOR'S STUDY OF 552 FULL-TIME
AND 177 PART-TIME PASTORS



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

@ VI-10-11

for a pastor's study, furnishings, or equipment. Slightly less than 2 in 20 churches¹ with full-time pastors, in the judgment of the pastors, provide excellent facilities, and 2 in 20² churches make fair provisions for office facilities, furnishings, and equipment.

When the provisions indicated on Chart VI-9 are considered individually, the data indicate that 8 in 10³ churches with full-time pastors, provide a study of which approximately 66 per cent,⁴ in the judgment of pastors, are in good to excellent condition. The degree to which churches equipped and furnished the study with either poor, fair, good, or excellent furnishings varied from church to church.

The degree to which churches with part-time pastors provide an office, furnishings and equipment can best be described as totally inadequate. When the provisions

¹Actually 18.5 per cent. The figures were computed by adding the total percentages of items indicated on Chart VI-9 and dividing the total by the number of items.

²Actually 19.4 per cent. Here again the figures indicated were computed by adding the total percentages of items indicated on Chart VI-9 and dividing the total by the number of items.

³Actually 80.6 per cent, or 445 persons.

⁴Actually 66.2 per cent, or 306 studies.

indicated on Chart VI-9 are considered as one unit, 13 in 20¹ churches with part-time pastors make no provision for study, furnishings, or equipment.

iii. Pastors' Evaluation of the Worship, Fellowship, and Educational Facilities of Churches

In an address to the alumni of Williams College, Massachusetts, on December 28, 1871, James Garfield said:

I am not willing that this discussion should close without mention of the value of a true teacher. Give me a log hut, with only a simple bench, Mark Hopkins on one end and I on the other, and you may have all the buildings, apparatuses and libraries without him.²

Although the above quotation, written 90 years ago, is a stern reminder that the optimum benefit which can be derived from any facility is always dependent on persons, it should not deter the modern churchman from providing reasonably good church facilities.

Modern functional facilities do make a difference. Run-down church property is too frequently the result of the spurious condition of the spiritual lives of those who inhabit the church. While many congregations may find it

¹Actually 64.4 per cent. The figures indicated were computed by adding the total percentages of items on Chart VI-9 and dividing the total by the number of items.

²Kathleen Sproul (ed.), The Shorter Bartlett's Familiar Quotations (New York: PermaBooks, 1953), p. 138.

financially impossible to build or remodel according to the architect's specifications, church buildings should reflect the same degree of elegance and beauty as that found in the home of the average parishioner.

In comparing pastor's ratings of the worship, fellowship, and educational facilities of their churches, the data on Chart VI-10 indicate that worship facilities of Brethren churches are the best, the facilities for fellowship second best, and the educational facilities the poorest.

The pastors of approximately 13 in 20¹ churches with full-time pastors as compared to 7 in 10² churches with part-time pastors indicated that the worship facilities of their churches were in good to excellent condition. Secondly, the pastors of approximately 11 in 20³ churches with full-time pastors as compared to 9 in 20⁴ churches with part-time pastors indicated that the fellowship facilities of their churches were in good to excellent condition. Lastly, the pastors of approximately

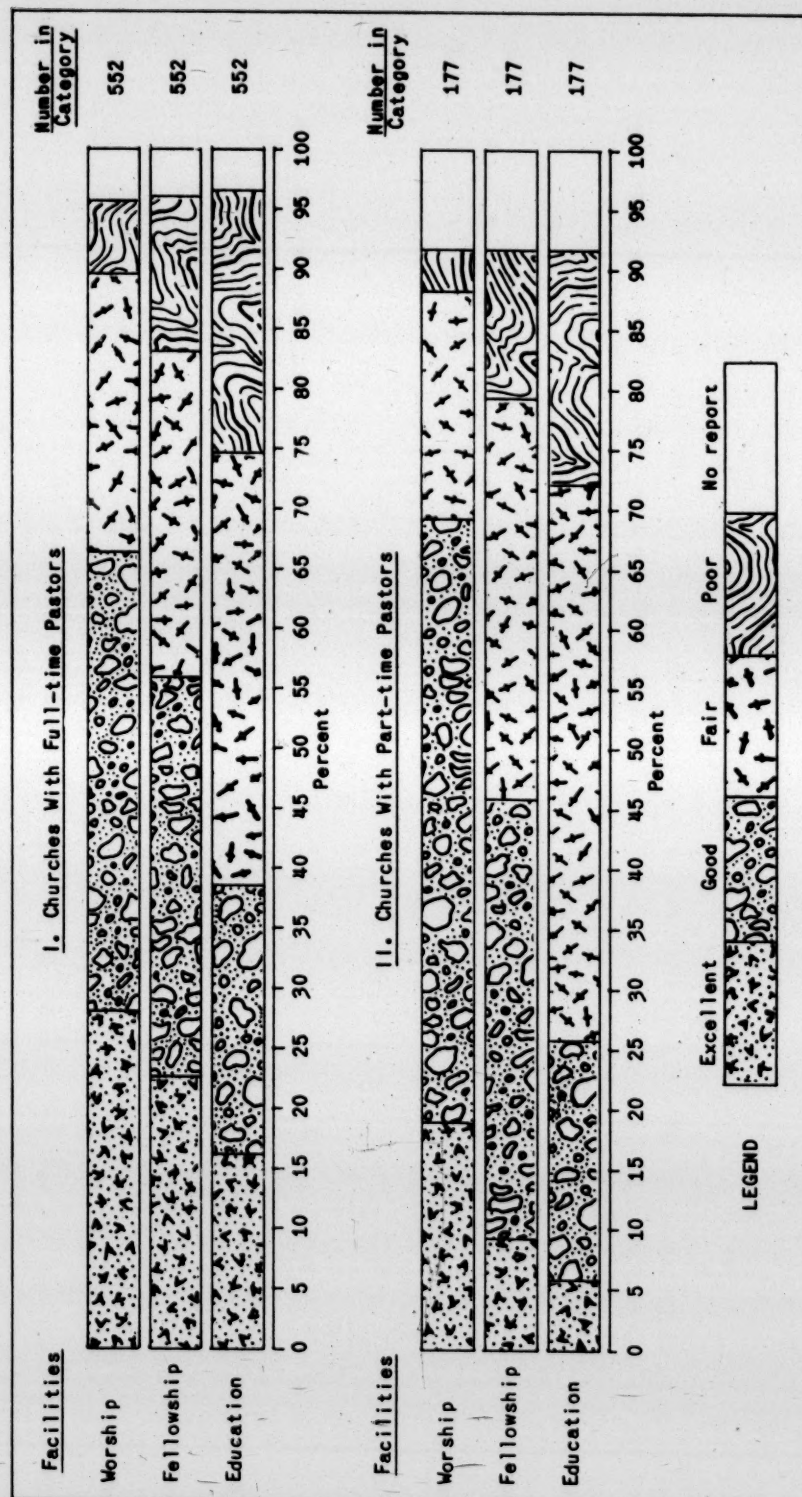
¹Actually 66.1 per cent, or 365 churches.

²Actually 68.9 per cent, or 122 churches.

³Actually 55.6 per cent, or 307 churches.

⁴Actually 45.8 per cent, or 81 churches.

CHART VI-10
CONDITION OF WORSHIP, FELLOWSHIP, AND EDUCATIONAL FACILITIES OF CHURCHES
AS EVALUATED BY 552 FULL-TIME AND 177 PART-TIME PASTORS



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

© VI-12

4 in 20¹ churches with full-time pastors as compared to 1 in 4² churches with part-time pastors indicated that the educational facilities were in good to excellent condition.

If the worship, fellowship, and educational facilities for both churches with full and part-time pastors were considered as a unit, the worship facilities of 13 in 20 churches;³ the facilities for fellowship of 1 in 2 churches,⁴ and the educational facilities of 3 in 10⁵ churches were judged, by their pastors to be in good to excellent condition.⁶

iv. Evaluation of the Organizational Structure of the Local Church

According to dictionary definition, the word committee means a "body of persons appointed or elected to take action upon some matter of business."⁷ On the basis

¹Actually 38.6 per cent, or 213 churches.

²Actually 25.4 per cent, or 45 churches.

³Actually 67.5 per cent.

⁴Actually 50.7 per cent.

⁵Actually 32.0 per cent.

⁶The figures indicated in the last paragraph were computed by adding the total percentages of the Excellent and Good groups of churches with both full and part-time pastors and dividing the total by the number 2.

⁷Webster, p. 166.

of this definition, one can rightfully assume that the seven men appointed in Jerusalem "to serve tables"¹ as well as the Apostle Paul's enumeration² of the Church's selection of healers, helpers, administrators, and so forth, were committees, each appointed or elected to act upon some matter or business. Thus committees, with leaders responsible for various duties, are firmly rooted in the teachings of the New Testament. Some of these New Testament appointments, it is true, filled only a temporary need; others, however, became a continuing part of the organization of the Christian church. O. L. Shelton observes that

These continuing functions of the Church are the responsibility of each congregation today. In a small church, they may be performed by a simple organization; in a large church, the organization may be complex and intricate. In either case, the organization is only a means to an end; it should be enough--and only enough--to accomplish the end.³

One of the difficult aspects in analyzing the organizational structure of Brethren churches is the limited knowledge of the needs of the local church. There are, however, some basic tasks that the church in every community is expected to perform. Every church, for instance,

¹Acts 6:3.

²I Cor. 12:38.

³O. L. Shelton, The Church Functioning Effectively (St. Louis: The Bethany Press, 1946), p. 23.

needs someone to look after the Lord's house. Every church needs a financial genius to collect and disperse its funds. Every pastor finds unlimited opportunities of service for his deacons. No church is fulfilling its duty to society unless it makes some earnest attempt to make the community a better place in which to live.¹

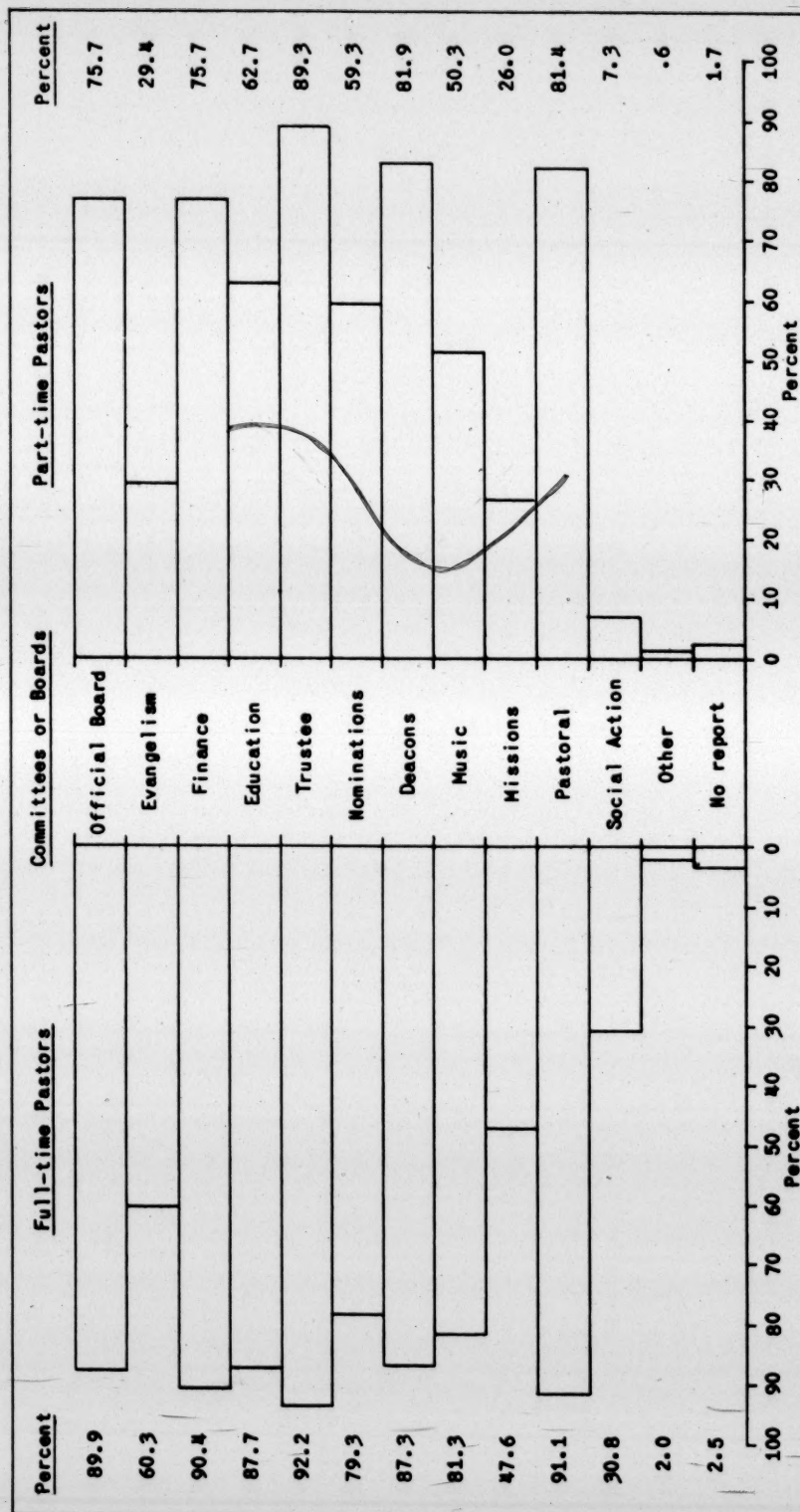
Since it is impossible to determine the individual needs of churches, this section of the study is concerned only with the degree the vehicle has been set up to carry out the program of the church as defined by basic tasks and Brotherhood activity.

The data on Chart VI-11 show that 126 churches with full-time pastors have 9 or more boards or committees; 24 churches with part-time pastors have 8 or more.

Since the number of committees or boards elected or appointed in any church is dependent, in part, on the number of members, one would expect to find less organization in churches with part-time pastors than in churches with full-time pastors. The average number of committees or boards for churches with full-time pastors was approximately 7; for churches with part-time pastors, slightly

¹On the basis of defined tasks and Brotherhood activities (similar to those listed above) a list of 11 committees or boards was compiled for use in the questionnaire. Only 4--Trustees, Finance, Deacons, and Social Service--are enumerated above.

CHART VI-11
COMMITTEES AND BOARDS IN CHURCHES SERVED BY 552 FULL-TIME AND 177 PART-TIME PASTORS



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

@ VI-13-14

more than 5.

The data on Chart VI-11 also indicate that weaknesses and strengths in church organization in churches with full-time pastors and part-time pastors occur in the same general areas. Only 3 in 10 churches¹ with full-time pastors and less than 1 in 10 churches² with part-time pastors have committees on social action. Committees on missions and evangelism, the two driving forces in the early Christian Church are too few in number in the Church of the Brethren.

Approximately 1 in 2 churches³ with full-time pastors do not have committees on missions; 4 in 10⁴ have no committees on evangelism. Similarly, approximately 3 in 4⁵ churches with part-time pastors lack committees on missions; 7 in 10⁶ have no committee on evangelisms.

¹Actually 30.8 per cent, or 170 churches.

²Actually 7.3 per cent, or 13 churches.

³Actually 52.4 per cent, or 289 churches do not have committees on missions.

⁴Actually 39.7 per cent, or 219 churches do not have committees on evangelisms.

⁵Actually 74 per cent, or 151 churches do not have committees on missions.

⁶Actually 70.6 per cent, or 141 churches do not have committees on evangelism.

The correlations show that both churches with full and part-time pastors had differences of from 10 to 90 per cent in the presence or absence of one or more board or committee listed on Chart VI-11. Even though many Brethren churches are undoubtedly well organized,¹ the data indicate that there is room for much improvement. Lack of organization may be a result, in part, of the fact that more than 1 in 4 pastors indicated that administration is the division in church work in which they feel most inadequate.

5. Financial Remuneration

i. Regarding the Comforts of Life

In his book The Human Problems of Ministers, Daniel D. Walker writes that

Most ministers are materialists. They are secular in everything but their talk . . . He buys the finest car his income will allow . . . He moves from an inferior to a better neighborhood . . . He buys all the comforts he can afford, enthuses over passing fads, and puts his faith in vitamin pills, antibiotics, and psychiatrists. . . . [Thus] Evidence of clerical materialism is not hard to find.²

¹One hundred churches with full-time pastors have 11 or more boards or committees; 99 have 10; and 126 have 9.

²Daniel D. Walker, The Human Problems of the Minister (New York: Harper and Brothers, 1960), pp. 72-73.

Although, indeed, clerical materialism is easily discovered in the Church of the Brethren, there is no evidence to indicate that any great number of the Church's pastors have been captivated by the glamor of the materialist world. It is true that ministers and their families are attracted to the comforts of life and enjoy them, but they have not abandoned completely the idea of service.

The data on Chart VI-12 indicate that only slightly more than 1 in 10¹ Church of the Brethren ministers feel that they should have the same privileges and material comforts as those in other similar professions. Slightly more than 1 in 10² full-time pastors and 3 in 20³ part-time pastors feel that their salary should be based on that received by other professional men. Of the group of ministers who feel most strongly about professional salaries for ministers are those individuals presently engaged in professional careers of a non-pastoral nature. Approximately 1 in 4⁴ ministers in Category 7 and 2 in 10⁵ in Category 6 advocate salaries on the level of other professions.

¹Actually 13.3 per cent, or 320 persons.

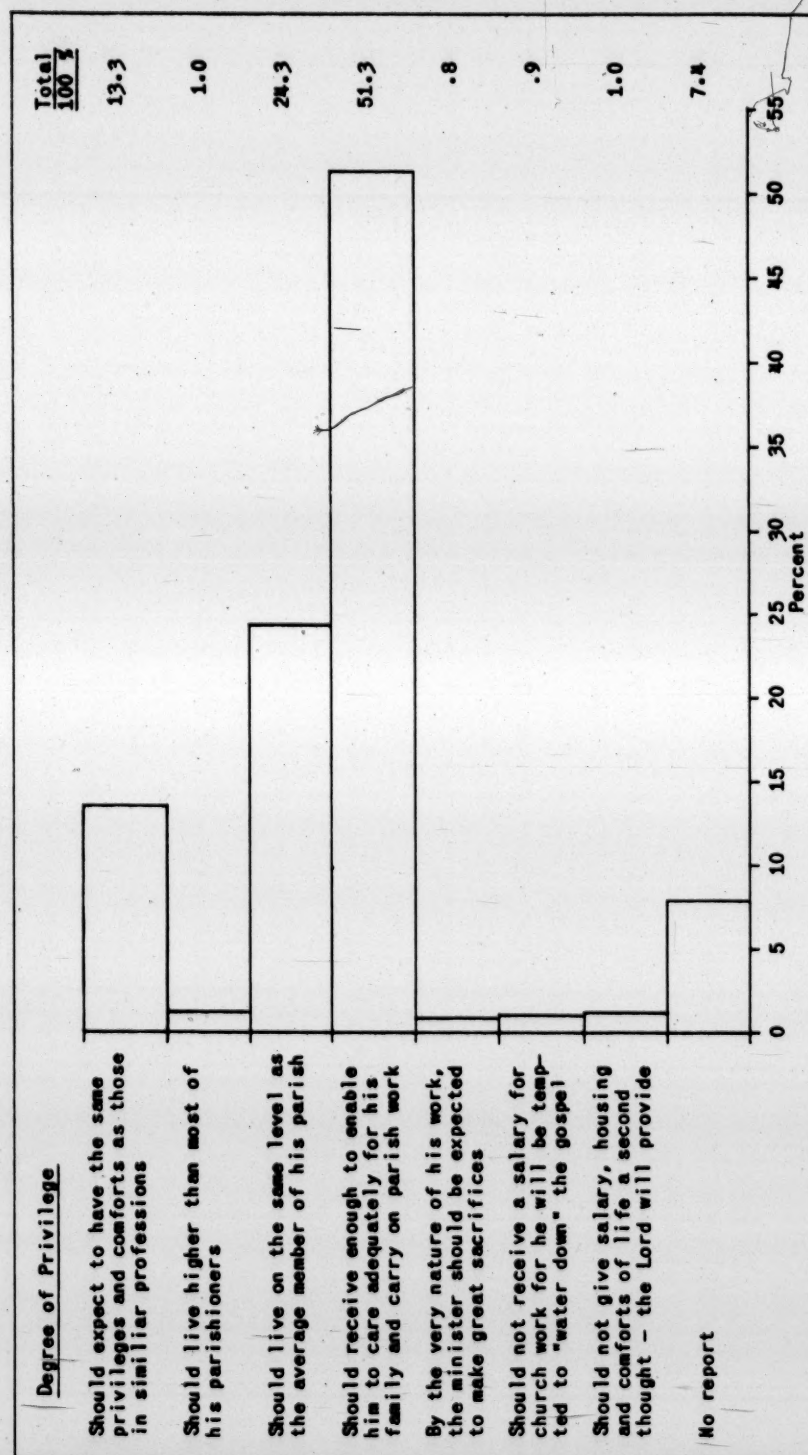
²Actually 11.4 per cent, or 63 persons.

³Actually 16.4 per cent, or 29 persons.

⁴Actually 24.3 per cent, or 9 persons.

⁵Actually 19.7 per cent, or 25 persons.

CHART VI-12
DEGREE 1653 PASTORS AND MINISTERS FEEL THAT THEY AND THEIR FAMILIES
SHOULD BE ABLE TO ENJOY THE COMFORTS OF LIFE



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

VI-15

Of the 1653 individuals who answered the questionnaire, slightly more than 1 in 2¹ indicated that a minister's salary should be high enough to enable him adequately to care for his family. An additional 1 in 4² ministers advocated that a pastor should live on the same level as the average member of his parish. If considered as one unit, the 2 above groupings encompass the viewpoints of 3 in 4³ Church of the Brethren pastors and ministers.

There are, however, good reasons for pastors wanting to distinguish between the 2 levels of living indicated above (i.e., a salary on the same level as the average member of his parish or a salary adequate to support his family). Pastors, as a general rule, do not mind making sacrifices (if the same spirit exists in the congregation); but they see no need of depriving themselves and family if the parish is financially able to support a pastor and a parish program. A few pastors also want to be assured that some of the benefits of a wealthy parish be passed on to the pastor, and thus, they advocate that the pastor live on the same level as the average member of his parish.

The extreme viewpoint that a minister should have little concern for the material benefits of life is held

¹Actually 51.3 per cent, or 848 persons.

²Actually 24.3 per cent, or 401 persons.

³Actually 75.6 per cent, or 1249 persons.

by less than 3 in 100¹ Church of the Brethren pastors and ministers.

ii. Pastors' Estimates of the Ability of Churches to Support Adequately a Minister and Carry Out a Good Program

One of the major denominations in Massachusetts has a policy which states that the potential membership of a new church should have approximately \$10,000 a year in pledges available for current expenses before the board will consider loans for new buildings.² Even though there is no general agreement among churchmen as to how much capital is required to operate a church, the above denomination has discovered that it cannot be assured that a new church will survive the ordeal of "being born" with a current expense budget of less than \$10,000 a year.

Figures on current church budgets across the Brotherhood are not available. If, however, the pastors' own evaluations of church's ability to support adequately a minister and carry out a good program are correct, almost 1 in 4³ are facing financial problems.

The data on Chart VI-13 indicate, according to pastor's evaluations, that less than one-half⁴ of churches

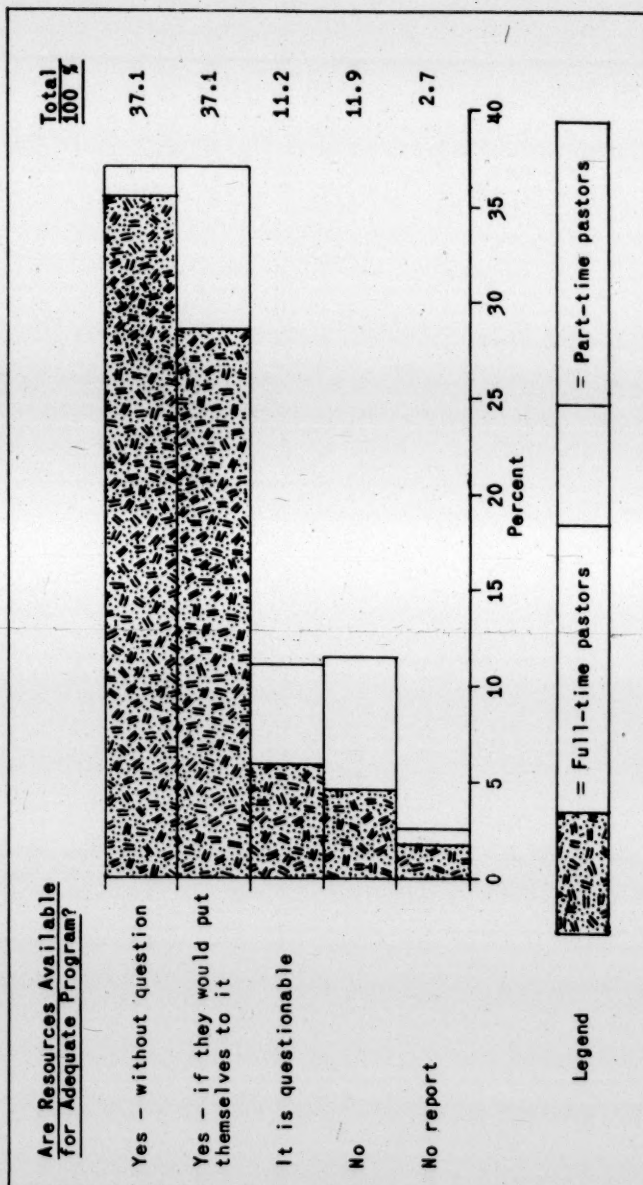
¹Actually 2.7 per cent, or 44 persons.

²Confidential information--source cannot be quoted.

³Actually 23.2 per cent, or 169 churches.

⁴Actually 46.4 per cent, or 256 churches.

CHART VI-13
DEGREE 729 FULL AND PART-TIME PASTORS FEEL THAT THEIR CHURCH HAS FINANCIAL RESOURCES TO SUPPORT A MINISTER AND CARRY OUT A GOOD PROGRAM



@ VI-16

The Church of the Brethren Study, 1961
 SOURCE: Recruitment and Conservation of the Ministry

with full-time pastors have the financial resources necessary to support adequately a minister and carry out a good program. An additional 7 in 20 pastors¹ said that the churches they served could have the necessary finances if the members were to "put themselves to it." Slightly more than 1 in 20 pastors² of full-time churches indicated that whether or not their parishioners had sufficient money to finance a pastor and church program was questionable; approximately the same number³ indicated that adequate finances were not available.

As might be expected, the number of churches able to support a pastor and community program is considerably higher in churches with full-time pastors than in those with part-time pastors. Slightly more than 1 in 20⁴ pastors of part-time churches indicated that their membership had sufficient resources to support adequately a pastor and carry out a good program. Another 7 in 20⁵ pastors said that their churches would have sufficient

¹Actually 37.0 per cent, or 204 churches.

²Actually 7.6 per cent, or 42 churches.

³Actually 6.3 per cent, or 35 churches.

⁴Actually 7.9 per cent, or 14 churches.

⁵Actually 37.3 per cent, or 66 churches.

funds if their members "put themselves to it." However, the pastors of the majority¹ of churches with a part-time ministry, either questioned the ability² of the membership to raise the finances necessary to support adequately the work of the church, or they said it was impossible.³

6. Pastor-Congregation Attitudes and Relationships

i. Church Members' Attitude Toward Use of the Parsonage

Whether the parsonage is next door to the church, a block or a mile away; whether it is owned or rented by the church or pastor, one thing is certain, that "no other house stands open so often to the public gaze"⁴ as does the home of the minister. Church of the Brethren pastors would agree with James M. Barrie's statement that "we were watched by the rising up and lying down of the congregation."⁵

Most pastors are aware that they and their families cannot evade the eyes of the public. However, to have one's

¹Actually 52.0 per cent, or 70 churches.

²Actually 22.6 per cent, or 40 churches.

³Actually 29.4 per cent, or 52 churches.

⁴Blackwood, p. 44.

⁵Blackwood, p. 14 quoted from James M. Barrie, The Little Minister (no facts of publication given).

home invaded at all hours of the day and night simply because the pastor's salary originates in the congregation or because the parsonage is church property is a different matter.¹

According to dictionary definition, the word respected may be used two distinct ways: (1) "To be concerned with; act of noticing,"² and (2) "to be considered worthy of esteem; hence to refrain obtruding upon, as a person's privacy."³ This section of the study is concerned with how church members regard the parsonage within the framework of this second definition.

The data on Chart VI-14 indicate that 7 in 10⁴ of 729 full and part-time Church of the Brethren pastors feel that parishioners respect the privacy of their homes. Although the chart distinguishes between full and part-time pastors, the large per cent of "no responses"⁵ of part-time pastors makes it extremely difficult to compare

¹One pastor told of an elderly lady who "made it a habitual practice to visit the church early in the morning, stopping by the parsonage to borrow some cleaning supplies, to inform the pastor that he might want to visit a certain person who was ill, or to inquire about some church meeting --and to see if the preacher was still in bed" (No. 194).

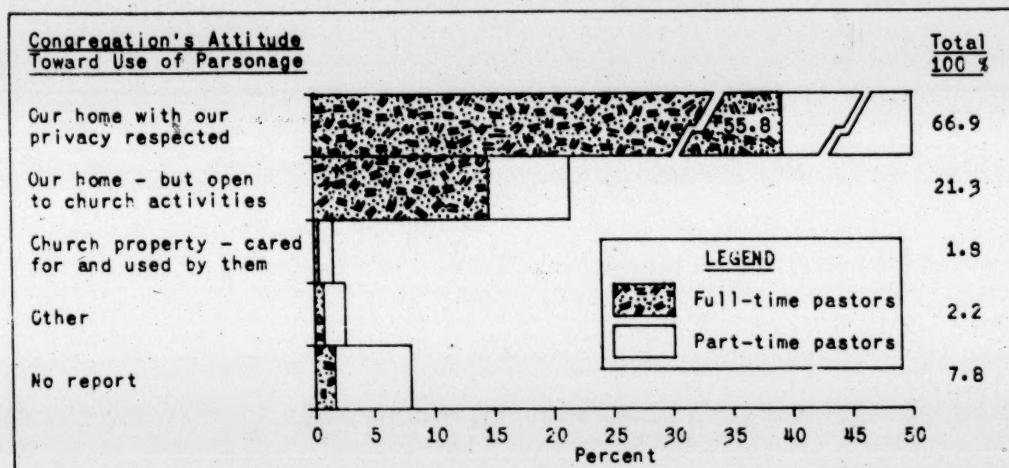
²Webster, p. 722.

³Ibid.

⁴Actually 66.9 per cent, or 488 persons, of a total of 729 families.

⁵Actually 25.4 per cent as compared to 2.2 per cent full-time pastors.

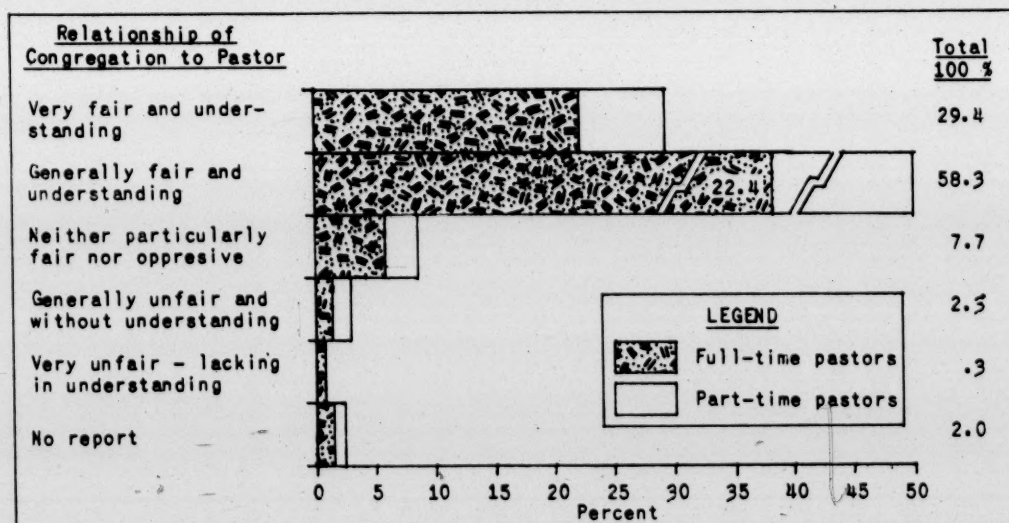
CHART VI-14
CONGREGATIONS ATTITUDE TOWARD USE OF PARSONAGE AS ANALYZED
BY 1653 PASTORS AND MINISTERS



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

@ VI-17

CHART VI-15
PASTOR -- CONGREGATION RELATIONSHIPS AS ANALYZED BY 729 FULL
AND PART-TIME PASTORS



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

@ VI-18

the two groups. When they are considered individually, the families of full-time pastors have a decided advantage over the families of part-time pastors. The privacy of the homes of slightly more than 3 in 4¹ full-time pastors is respected as compared to 4 in 10² for part-time pastors.

When considered as a unit, the homes of 2 in 10³ pastors are open to church activities.⁴ Only 13⁵ pastors felt that their homes were considered church property--to be cared for and used by the church.

ii. Pastor-Congregation Relationships

The relation between a minister and the members of his congregation is different from any other human relationship. A pastor is called to a church, and immediately, without further ado, his official and social standing is

¹Actually 76.3 per cent, or 421 families.

²Actually 37.9 per cent, or 67 families. If the "no responses" were disregarded in the computations and the percentages figured on a universe of 132 families, the end result would be 50.8 per cent.

³Actually 21.3 per cent, or 155 families.

⁴Pastors indicated that their homes were used as Sunday school class rooms and for various church meetings.

⁵Six of these were full-time pastors and 7 part-time pastors.

established. His personal relation to the majority members of the congregation begins instantly.

However, as Walter Schuette says, when "one serves a parish little unpleasant affairs between pastor and parishioner inevitably occur. They come and apparently go. Just the same, each one leaves its mark; and, as the years accumulate, these little frictions and the heat they generate also accumulate."¹

The advantage of obtaining ministers' opinions on the pastor-congregation relationship is that it indicates the degree to which both are "knit together." No matter how gifted a minister, he cannot long carry out his commission with enthusiasm or success when he finds himself linked with a congregation he believes is unfair, oppressed, or lacking in understanding.

Returns from 995 ministers² who are or were at one time pastors, indicate better pastor-congregation relationship of present pastors than those of ministers who withdrew from the pastorate. Approximately 3 in 20³

¹Walter E. Schuette, The Minister: Personal Guide (New York: Harper & Brothers, 1953), p. 28.

²Includes pastors and ministers in categories 2, 3, 5, and 6.

³Actually 14.1 per cent of 18 persons. Seventeen of these were ministers in category 6.

ministers who withdrew from the pastorate indicated that the congregations they served were unfair and lacking in understanding.

The data on Chart VI-15 graphically show that approximately 9 in 10¹ Church of the Brethren full or part-time pastors enjoy from good to excellent pastor-congregation relations. The remaining 1 in 10² apparently have human relations problems of various degrees of intensity.

7. The Pulse of Parish Life

i. Degree to Which Ministers Experience Happiness and Fulfillment in Their Ministry

While there are some things in this life that every minister would rather not do (and most jobs require some ignoble tasks), it is virtually impossible for any individual to be productive in an occupation he dislikes.

In a bulletin³ especially designed to recruit young men for the ministry, the author says, "There are three questions you must ask yourself about every vocation:

¹Actually 87.7 per cent, or 639 pastors.

²Actually 12.3 per cent, or 90 pastors.

³Nathanael M. Guptill, "How Can I Tell Whether I'm 'Called' or Not?" Andover Newton Bulletin, L (April, 1958).

(1) Would I like it? (2) Could I do it? (3) Do people need it?"¹ If the answer to these three questions is "yes," in all probability the job will prove satisfying and it will thus bring enjoyment and happiness to the individual. These questions may be applied to Church of the Brethren ministers. For instance, how satisfying and fulfilling have they found their ministry? Has serving as ministers filled the measure of their wants? How happy are they that they became a minister?

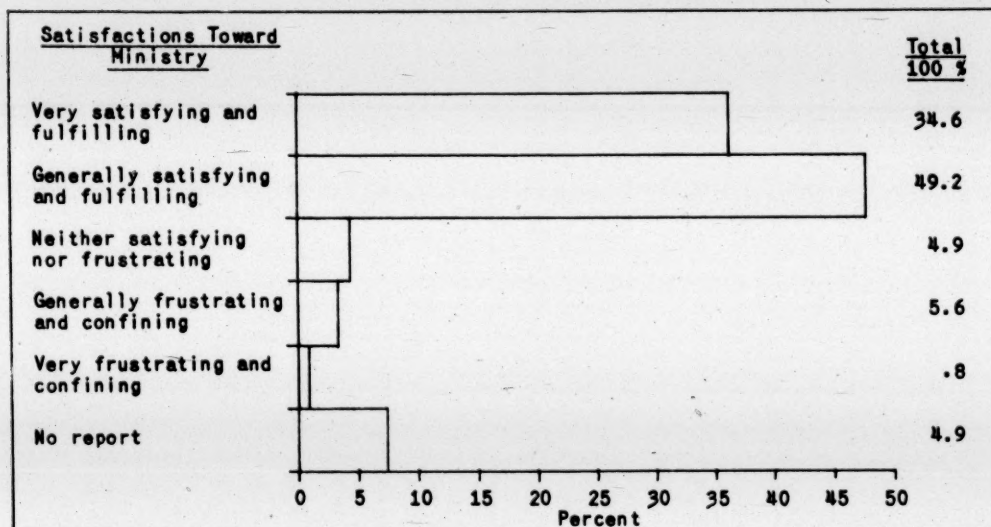
The data on Chart VI-16 indicate that the ministry of 1 in 2² Church of the Brethren pastors and ministers has been generally satisfying and fulfilling. An additional 7 in 20³ ministers removed the qualifying word "general" and substituted the word "very" in its place, thus indicating that their ministry has been very satisfying and fulfilling. Although there is room for improvement, then, for the first group of ministers, one cannot say (in a life as complex as that of a minister) that these returns are disappointing. It is true that

¹Ibid., p. 35.

²Actually 49.2 per cent, or 792 persons.

³Actually 34.6 per cent, or 601 persons.

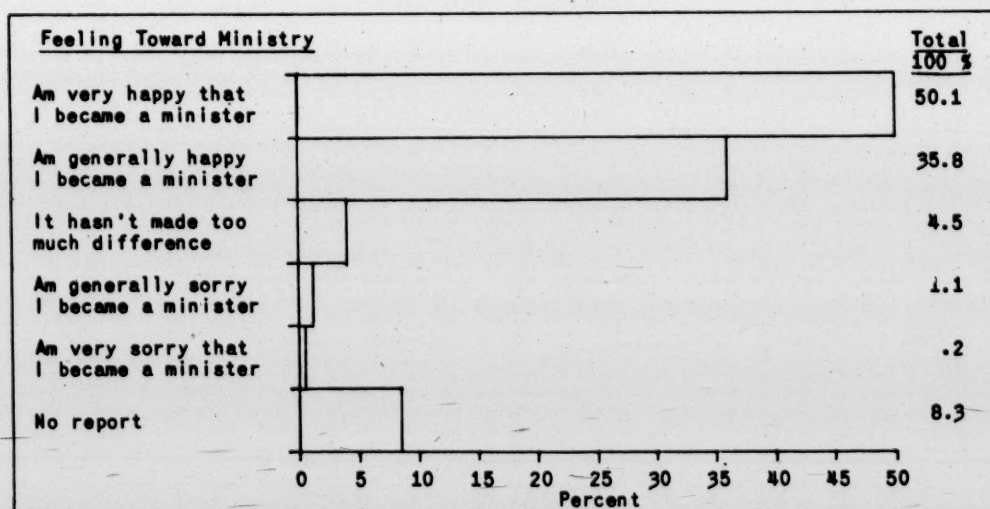
CHART VI-16
SATISFACTIONS AND FULFILLMENT IN THE MINISTRY AS ANALYZED
BY 1653 PASTORS AND MINISTERS



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

@ VI-19

CHART VI-17
HOW HAPPY 1653 PASTORS AND MINISTERS ARE OVER THEIR GOING
INTO THE MINISTRY



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

@ VI-20

approximately 1 in 10¹ ministers find little or no satisfactions in his ministry. However, 8 in 10² agree that being ministers brought them some satisfactions.

The preceding analysis describes the satisfactions of the ministry. The following, somewhat akin to satisfactions, deals with matters of enjoyment and happiness in the ministry.

Comparison of the data on Chart VI-16 with that of Chart VI-17 portrays an almost exact duplication of the neutral and negative classes of the distribution as well as a change in the position of the positive classes. Apparently, for some individuals, a lack of complete satisfaction in the ministry is no deterrent to happiness in the ministry.³

¹Actually 10.3 per cent, or 127 persons. The breakdown is as follows: 4.9 per cent neither satisfying nor frustrating; 5.6 per cent, generally frustrating and confining; .8 per cent, very frustrating and confining. One would normally expect to find a high degree of dissatisfaction among ministers who withdrew from the pastorate. The fact that there was little variation of percentages among ministers of various categories raises the question of the validity of the replies.

²Actually 83.8 per cent, or 1393 persons.

³Some insight into the question might be gained by studying the statement of a minister who said, "I do not regard happiness as having anything to do with the call of God" (No. 699).

One in 2¹ individuals indicated that they were very happy that they became ministers; an additional 7 in 20² said that they were generally happy. If considered as one unit, 17 in 20³ indicated either partial or complete happiness in being ministers.

Of special concern to the Brotherhood are the 14 pastors and 11 student ministers who apparently find little or no enjoyment in their ministry.

ii. Most Difficult Aspect of the Ministry

In the preface to his book, The Human Problems of the Minister, Daniel D. Walker writes that he is "one of several thousand confused ministers across the country."⁴ He then proceeds, in Chapter XI, to discuss what Halford E. Luccock has described as an "appraisal of all of the difficulties of a minister's life and work."⁵

The data on Chart VI-18⁶ indicate that Church of the Brethren pastors and ministers describe themselves in

¹Actually 50.1 per cent, or 828 persons.

²Actually 35.8 per cent, or 592 persons.

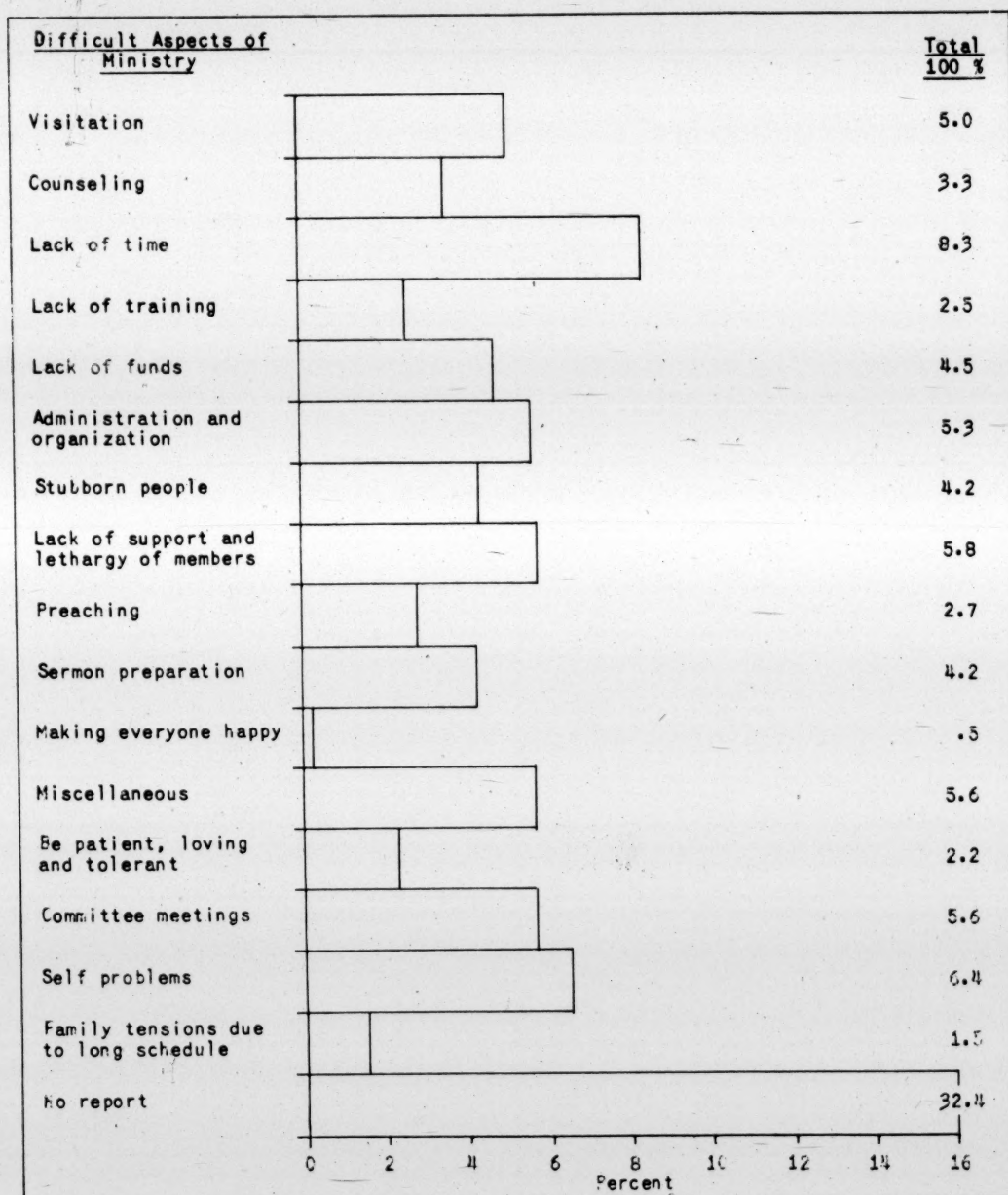
³Actually 85.9 per cent, or 1393 persons.

⁴Daniel D. Walker, The Human Problems of the Minister, p. 7.

⁵Ibid., inside front cover page.

⁶Since no one of several "difficult aspects" stood out above others, little time was devoted in the text to discuss the problems of the minister.

CHART VI-18
MOST DIFFICULT ASPECTS OF THE MINISTRY OF 1653 PASTORS AND MINISTERS



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

ways not very different from Daniel Walker's description of himself. They have problems and difficulties of a varied nature. While some of these difficulties are little more than hardships, others apply to situations or conditions almost beyond their ability to surmount or solve them.

iii. Greatest Joys and Satisfactions of the Ministry

The answers to the questions raising such matters as difficult aspects, joys and satisfactions, frustrating and discouraging conditions, and the most challenging and encouraging conditions of church life and programs, are important for they are a means of understanding the innermost feelings of pastors.

The data on Chart VI-19 indicate that of the 15 joys and satisfactions enumerated by ministers, 3 stood out above all others, with, possibly, a 4th taking honors. Evangelism¹ was the first choice of ministers; preaching and teaching,² second; seeing the spiritual growth of people,³ third; and being helpful to people,⁴ fourth. The

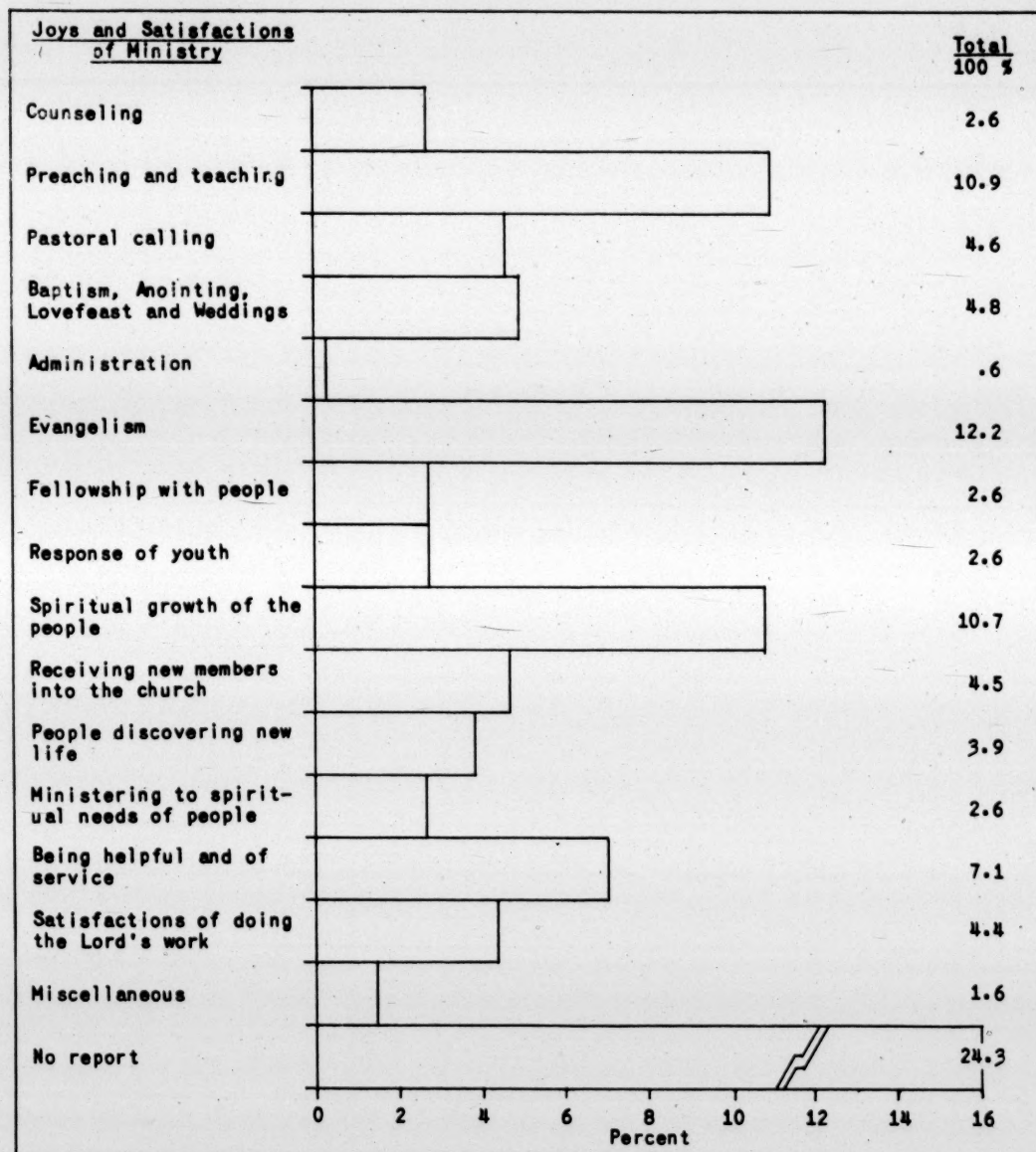
¹Evangelism was listed as the greatest joy and satisfaction by 212 ministers, or 12.2 per cent.

²Preaching and teaching was listed by 180 ministers, or 10.9 per cent.

³Seeing the spiritual growth of people was listed by 177 ministers, or 10.7 per cent.

⁴Being helpful to people was listed by 118 ministers, or 7.1 per cent.

CHART VI-19
JOYS AND SATISFACTIONS OF THE MINISTRY OF 1653 PASTORS AND MINISTERS



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

bars of the histogram, representing these 4 joys and satisfactions, encompass 1 in 4 Church of the Brethren ministers.¹

iv. Most Frustrating and Discouraging Aspects of Church Life

The 3 most outstanding frustrating conditions in church life and program² are similar because they indicate the same general negative attitude toward life in the church. Yet certain distinct elements in each require that they be listed separately.

According to dictionary definition, a complacent individual is "one who is self-satisfied";³ an irresponsible person as "one incapable of accepting responsibility!"⁴ This combination of complacent, irresponsible person is the source of frustration and discouragement for more than 1 in 3⁵ Church of the Brethren ministers.

Negativism, as it is displayed in the person who usually disproves or contradicts,⁶ and fogyisms as they appear in the over-conservative person,⁷ constitute the

¹Actually 40.9 per cent, or 687 ministers.

²See Table VI-20 for the complete listing.

³Webster, p. 168.

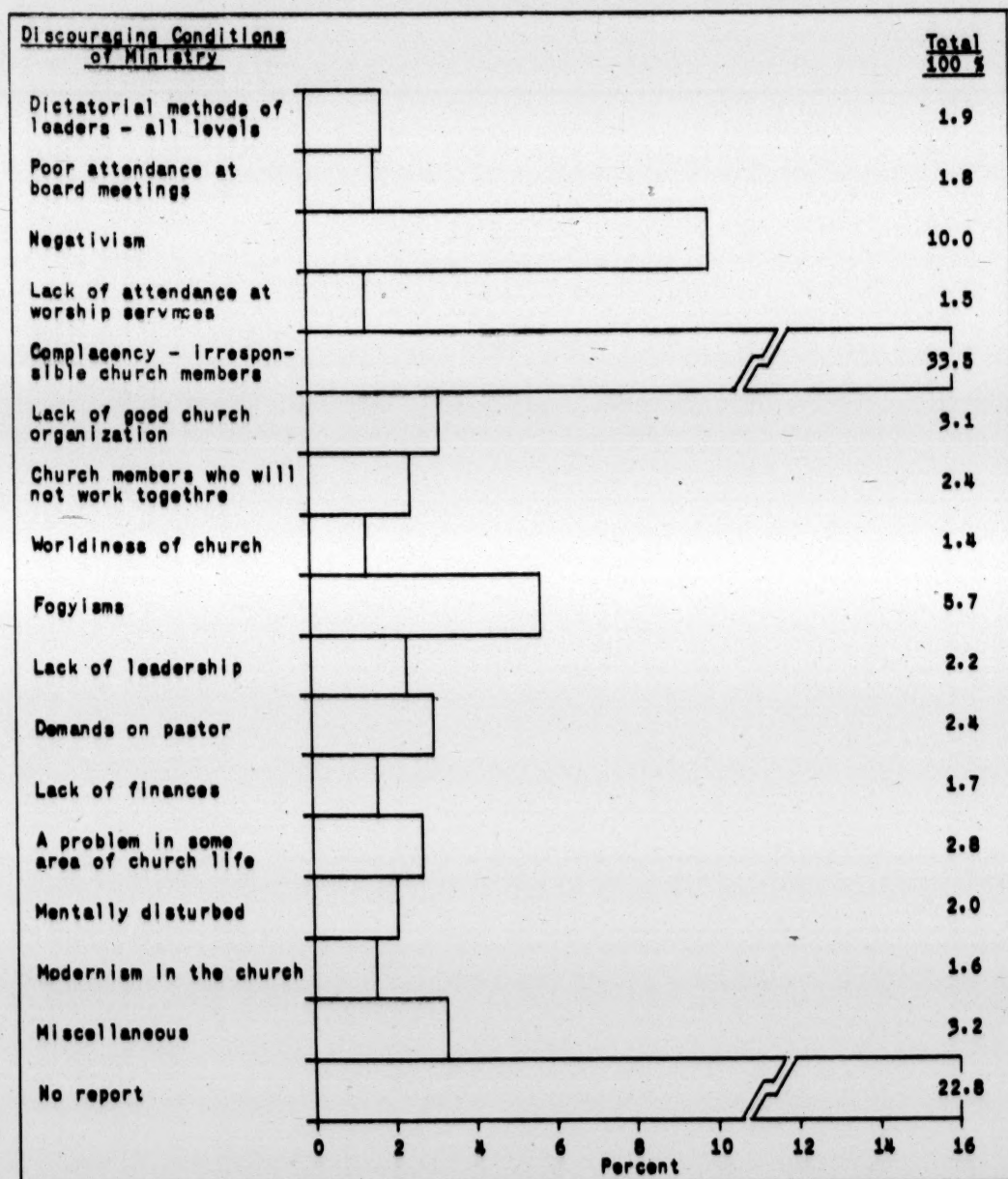
⁴Ibid., p. 446.

⁵Actually 33.5 per cent, or 553 persons.

⁶Webster, p. 562.

⁷Ibid., p. 321.

CHART VI-20
CONDITIONS IN CHURCH LIFE AND PROGRAM THAT 1653 PASTORS AND MINISTERS
FIND MOST FRUSTRATING AND DISCOURAGING



SOURCE: The Church of the Brethren Study, 1961
 Recruitment and Conservation of the Ministry

remaining sources of frustrations for ministers.¹ One in 10 ministers² listed negativism, and 1 in 20³ listed fogyisms as the condition in church life that they find most frustrating and discouraging.

v. Most Challenging and Encouraging Conditions of Church Life

In contrast to the frustrating and discouraging aspects of church life are the conditions in the life of the church that ministers find most challenging and encouraging.

The data on Chart VI-21 indicate two main and two secondary encouraging conditions in the life of the church. Each of the two most promising conditions, the vigorous youth and the loyal workers, was cited by approximately 3 in 20⁴ ministers. An additional approximate 3 in 20⁵

¹The three sources of frustration, complacency, negativism, and fogyisms encompass 49.2 per cent, or 812 ministers of the universe.

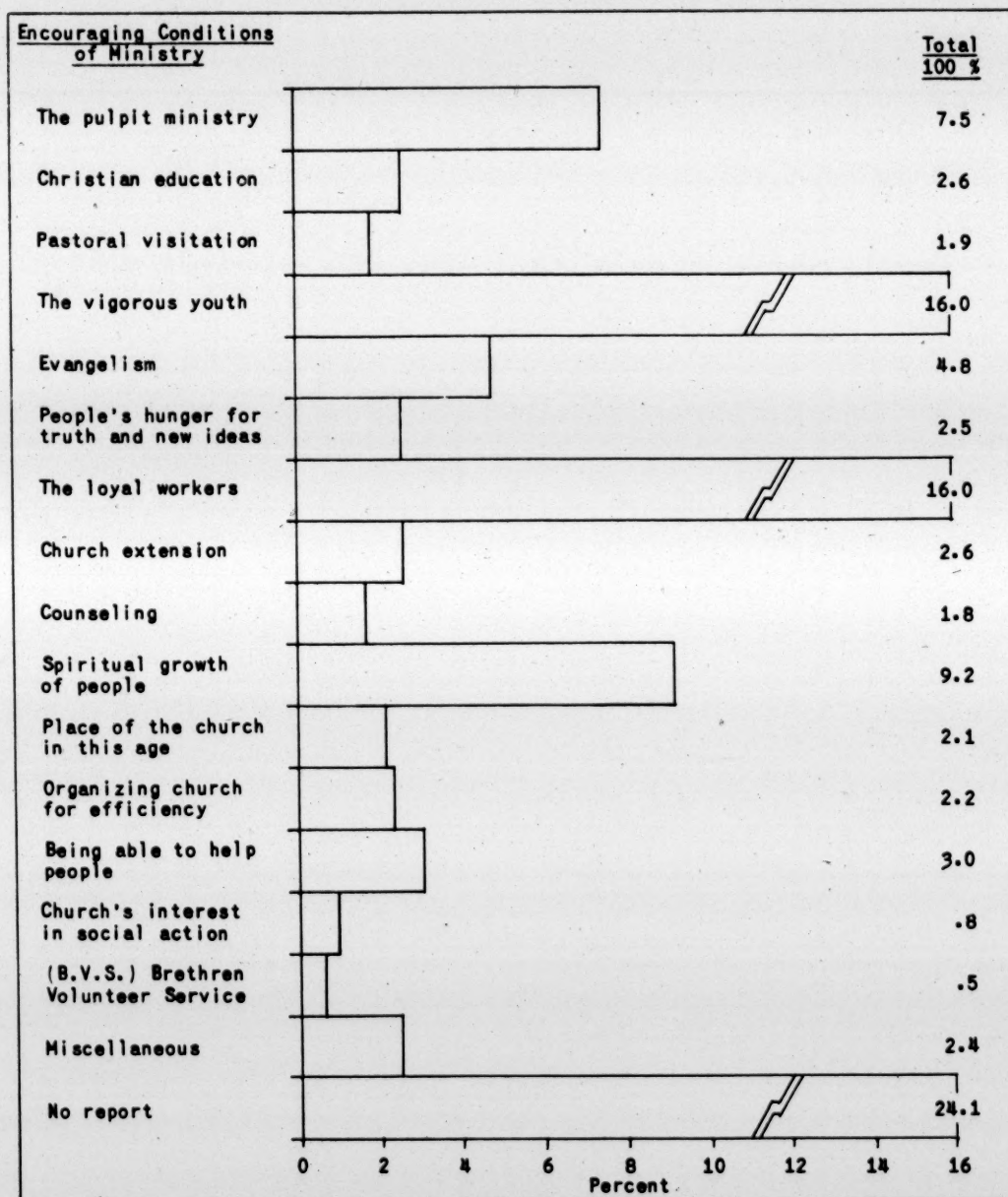
²Exactly 10 per cent, or 165 persons.

³Actually 5.7 per cent, or 95 persons.

⁴Actually 16 per cent, or 265 persons for each condition

⁵Actually 7.5 per cent, or 124 persons for the pulpit ministry and 9.2 per cent, or 263 persons for the loyal workers.

CHART VI-21
CONDITIONS IN CHURCH LIFE AND PROGRAM THAT 1653 PASTORS AND MINISTERS
FIND MOST CHALLENGING AND ENCOURAGING



SOURCE: The Church of the Brethren Study, 1961
 Recruitment and Conservation of the Ministry

ministers felt that the most challenging conditions in church life were either the spiritual growth of the people or the pulpit ministry.

The four conditions listed above, when considered as one unit, encompassed approximately 1 in 2 Church of the Brethren ministers.¹

vi. Most Significant Change Ministers Would Make if They Were Starting Over Again in the Ministry

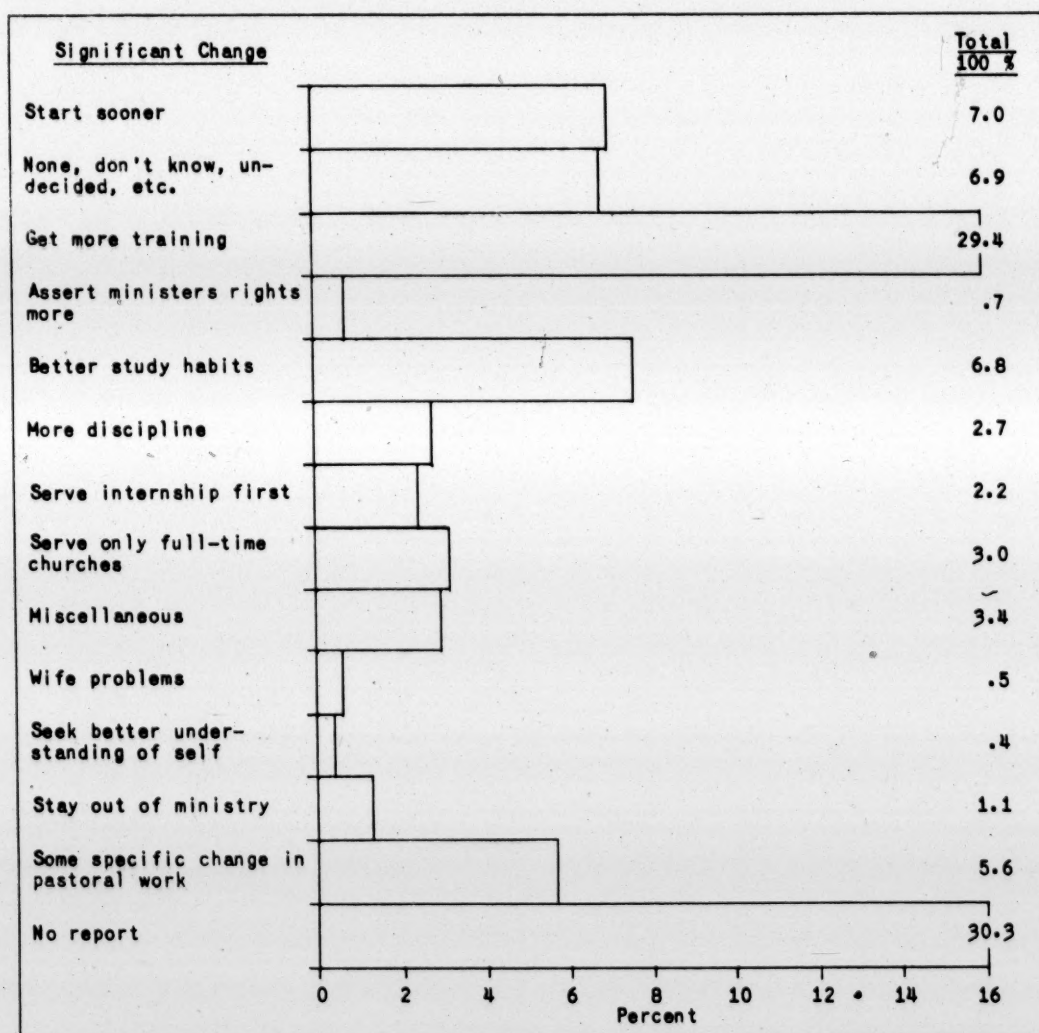
It is impossible to turn back the clock or to re-live one's life. Therefore, the principal benefit of answers to a "what would you do different" question is that they may serve as valuable counsel to the succeeding generation.

The data on Chart VI-22 vividly portray one of the basic weaknesses of the ministry in the Church of the Brethren--lack of formal training. Although the "free ministry" admirably served the church of "yester-year," pastors and ministers of all ages are aware of the serious limitations placed upon the non-seminary trained pastor. Approximately 3 in 10² ministers, would, if they could do it over again, strive for a better education. In addition,

¹Actually 48.7 per cent, or 804 persons.

²Actually 29.4 per cent, or 487 ministers.

CHART VI-22
MOST SIGNIFICANT CHANGE 1653 PASTORS AND MINISTERS WOULD MAKE IF THEY
WERE STARTING OVER AGAIN IN THE MINISTRY



SOURCE: The Church of the Brethren Study, 1961
 Recruitment and Conservation of the Ministry

slightly more than 1 in 10^1 would discipline themselves more severely and/or put forth more effort to maintain better study habits. If these three items, all of which are of a similar nature, were combined into one unit, they would encompass approximately 4 in 10^2 Church of the Brethren pastors and ministers.

vii. Why Ministers Remain in the Pastoral Ministry

The belief that God, in the course of human events, unmistakably selects his ministers is nowhere more evident than in the reasons ministers gave for their remaining in the pastoral ministry. Slightly more than 1 in 4^3 pastors indicated that they remain in the pastorate because they believe it to be "God's individual plan for their life."⁴ Adequate preparation or even full and complete happiness in the work of the church is of secondary importance to those who believe in this kind of a special dispensation. What is important is that he who "feels divinely chosen"⁵ --if he yields to the call--will be used by God. And to

¹Actually 9.5 per cent, or 156 ministers.

²Actually 38.9 per cent, or 643 pastors and ministers.

³Actually 25.5 per cent, or 186 persons.

⁴No. 701.

⁵No. 1072.

fail to yield would mean to invite some major chastisement designed to punish or to bring the individual "back into line."¹

The data on Chart VI-23 also indicated that approximately 2 in 10² ministers remain in the pastoral ministry because they simply enjoy their work. No attempt has been made to evaluate the reasons given by ministers for their remaining in the pastoral ministry, but, liking a job seems to indicate some degree of competence and success. Individuals, as a general rule, do not enjoy something they cannot do reasonably well.

Of less importance, but still encompassing 1 in 4³ pastors, were those ministers who indicated that they remain in the pastoral ministry either because they feel it is the best way they can serve man and Christ,⁴ or because of an urgent need for pastors.⁵

¹No. 202.

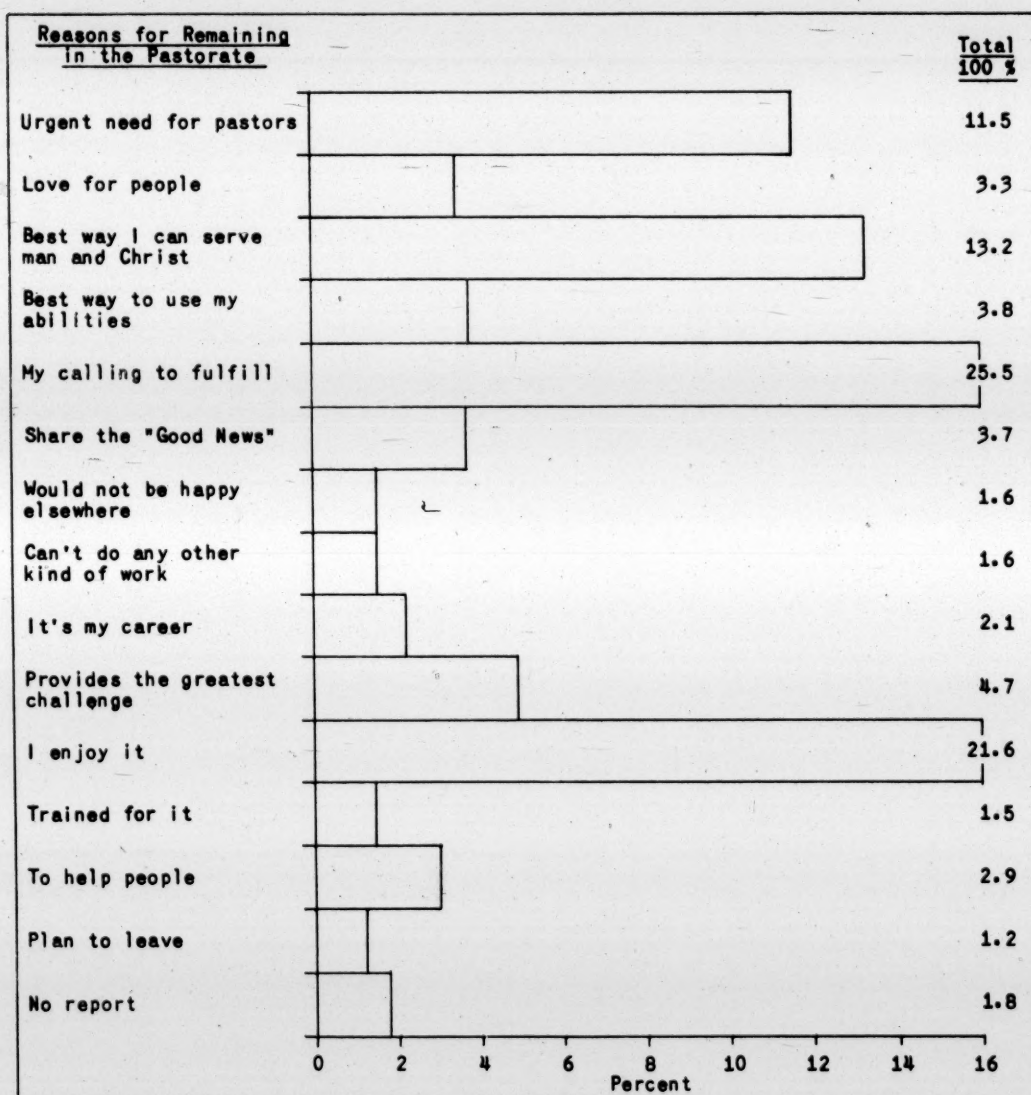
²Actually 21.6 per cent, or 157 persons.

³Actually 24.7 per cent, or 180 persons.

⁴Actually 11.5 per cent, or 84 individuals.

⁵Actually 13.2 per cent, or 96 persons.

CHART VI-23
WHY 729 FULL AND PART-TIME PASTORS REMAIN IN THE PASTORAL MINISTRY



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

If the four main reasons indicated above were considered as one unit, they encompass slightly more than 7 in 10¹ Church of the Brethren full and part-time pastors.

viii. What Ministers Believe to Be the Secret of an Effective Ministry.

A fellow can't be successful in the pastoral ministry today and at the same time be continually thinking how easy he might have had it in that other job--he must be completely committed to the ministry."²

With the above paragraph most ministers would agree. Slightly more than 2 in 10³ ministers felt so strongly about the necessity of commitment to the job that they labeled it the secret of an effective ministry. Phrases such as "complete commitment,"⁴ "strong and steadfast devotion,"⁵ "personal commitment,"⁶ were phrases commonly used to indicate that ordination into the ministry was a promise or a pledge not to be taken lightly.

Walker, in writing about "the struggle to love our enemies"⁷ observed that "everybody who is anybody has his

¹Actually 71.8 per cent, or 523 persons.

²No. 1428.

³Actually 21.5 per cent, or 365 ministers.

⁴No. 1601.

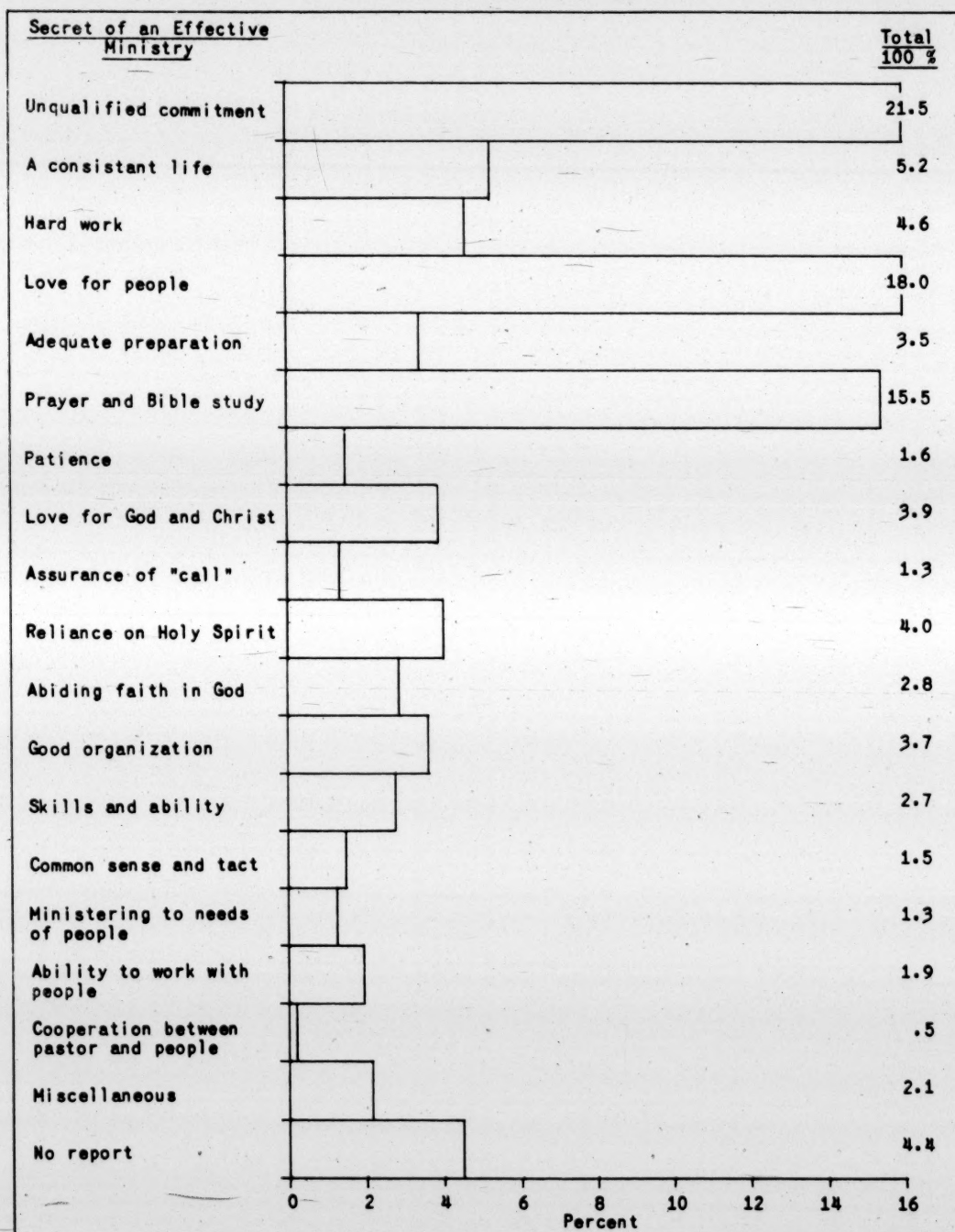
⁵No. 745.

⁶No. 297.

⁷Walker, Human Problems of the Ministry, p. 14.

CHART VI-24

WHAT 1653 PASTORS AND MINISTERS BELIEVE TO BE THE SECRET OF AN EFFECTIVE MINISTRY



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

enemies . . . and rare indeed is the man who does not have at least a few members whose behavior is bestial."¹ Most ministers and all pastors have experienced what Walker is talking about. They know also how difficult it is to continue loving these kinds of people.

Approximately 2 in 20² ministers pointed out that the secret to an effective ministry was "loving people in spite of their weaknesses";³ "loving people despite their hostilities";⁴ "loving people even when they are not responsive";⁵ or they used some other similar expression.

Loving the undesirable, loving one's enemies, cannot be done without the help of a higher power. Perhaps this is why approximately 3 in 20⁶ ministers indicated that personal power comes only through prayer and Bible study and that such power is needed to become an effective minister.

¹Ibid., p. 15.

²Actually 18.0 per cent, or 297 persons.

³No. 1428. ⁴No. 1126. ⁵No. 1611.

⁶Actually 15.5 per cent, or 257 persons.

ix. Frequency With Which Churches Change Pastors

In reference to the frequency of pastoral changes, one pastor wrote that "it takes the first year to learn to know the people; the second year to gain their confidence; a third year to get things organized; and the fourth year, if you're lucky, you can get something accomplished."¹ If these remarks have meaning for pastors, they also have meaning for his church, for the one cannot exist without the other. The relationship between pastors and churches is a complex one. Many a young enthusiastic pastor has discovered that, if the old saying "haste makes waste" applies in any place, it is in the work of the church. By the time he has entered his second parish, he has learned (or better would have learned) that feeling one's way is good strategy when working in unfamiliar territory.

Church of the Brethren pastors are the first to admit that they have made some serious mistakes in administering the work of the church. They are also quick to remind a sympathetic listener that it is "virtually impossible to fill the demands of some people and churches"² and when "one finds himself in such a church the best thing to do is to move on before they remove you."³

¹No. 492.

²No. 2293.

³No. 942.

The data on Chart VI-25 indicate that average churches of the Brethren change pastors every 4.5 years.¹ The statistical measurement of the standard deviation² reveals, however, that approximately 17 per cent of churches with full and part-time pastors changed pastors every 2.5 years or less and (at the other end of the continuum) approximately 17 per cent changed pastors every 6.4 years or more. Approximately 68 per cent of all churches changed pastors every 2.5 to 6.4 years.

The data on Table VI-25 also indicate that 48 churches had only one pastor during the past 20 years; 107 had only two. The data also indicate that 48 churches changed pastors from 5 to 16 times during the past 20 years.

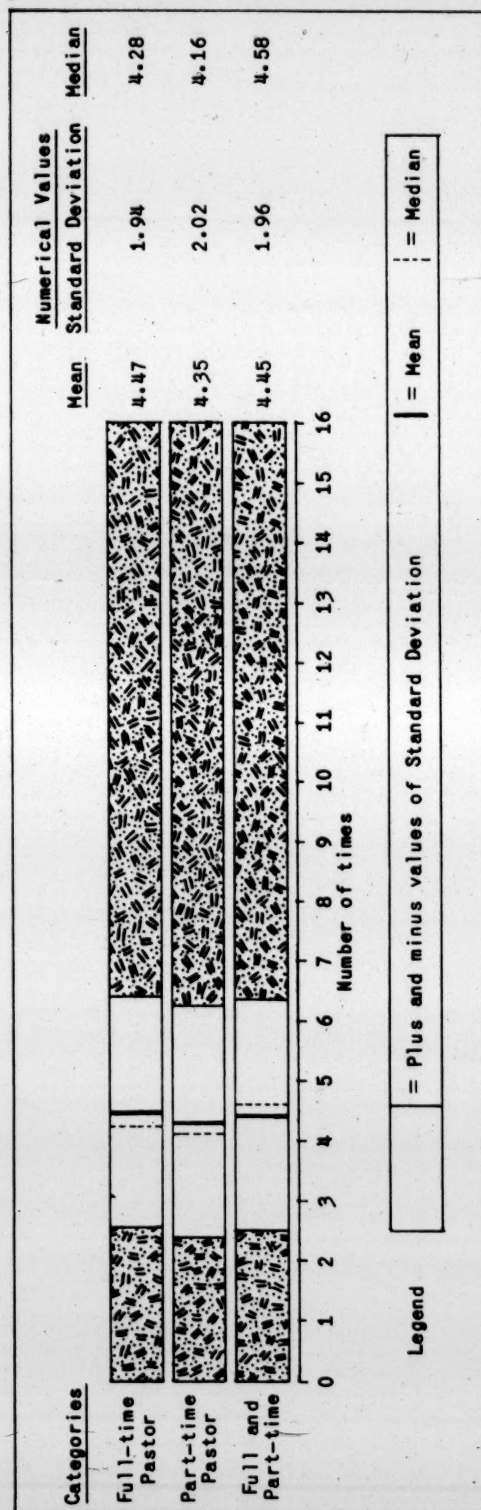
x. Reasons for Not Being in Full-Time Pastoral Service

The validity of a response to a highly personal topic can be frequently questioned, particularly if the topic is of a delicate nature. Although some individuals will faithfully answer such questions, others frequently

¹The mean average for churches with full-time pastors was 4.47 years; for churches with part-time pastors 4.35 years. The median average for churches with full-time pastors was 4.28 years; for churches with part-time pastors 4.16 years.

²The standard deviation for churches with full-time pastors was 1.94 years; for churches with part-time pastors 2.02 years. The difference of .08 years is insignificant.

CHART VI-25
 NUMBER OF TIMES 552 CHURCHES WITH FULL-TIME PASTORS AND 177 CHURCHES WITH PART-TIME
 PASTORS CHANGED PASTORAL LEADERSHIP DURING PAST 20 YEARS



@ VI-21

SOURCE: The Church of the Brethren Study, 1961
 Recruitment and Conservation of the Ministry

evade the personal issue by omitting an answer entirely,¹ or by substituting an answer which contains only an element of the truth.² The degree to which individuals substitute "half-truth" varies from person to person and according to circumstances.

In light of these observations, the most interesting reflection in the topic under consideration is the positive correlation of the major reason³ why ministers are not in the pastoral ministry with the major reason why men leave the pastoral ministry.

Slightly more than 1 in 10⁴ non-pastors indicated that they are not in pastoral service because of interest in other work. Closely related to this group are those who find other work more satisfying.⁵ If these two groups,

¹Two hundred and seventy-five ministers in categories other than full-time pastors and retired ministers failed to answer the question.

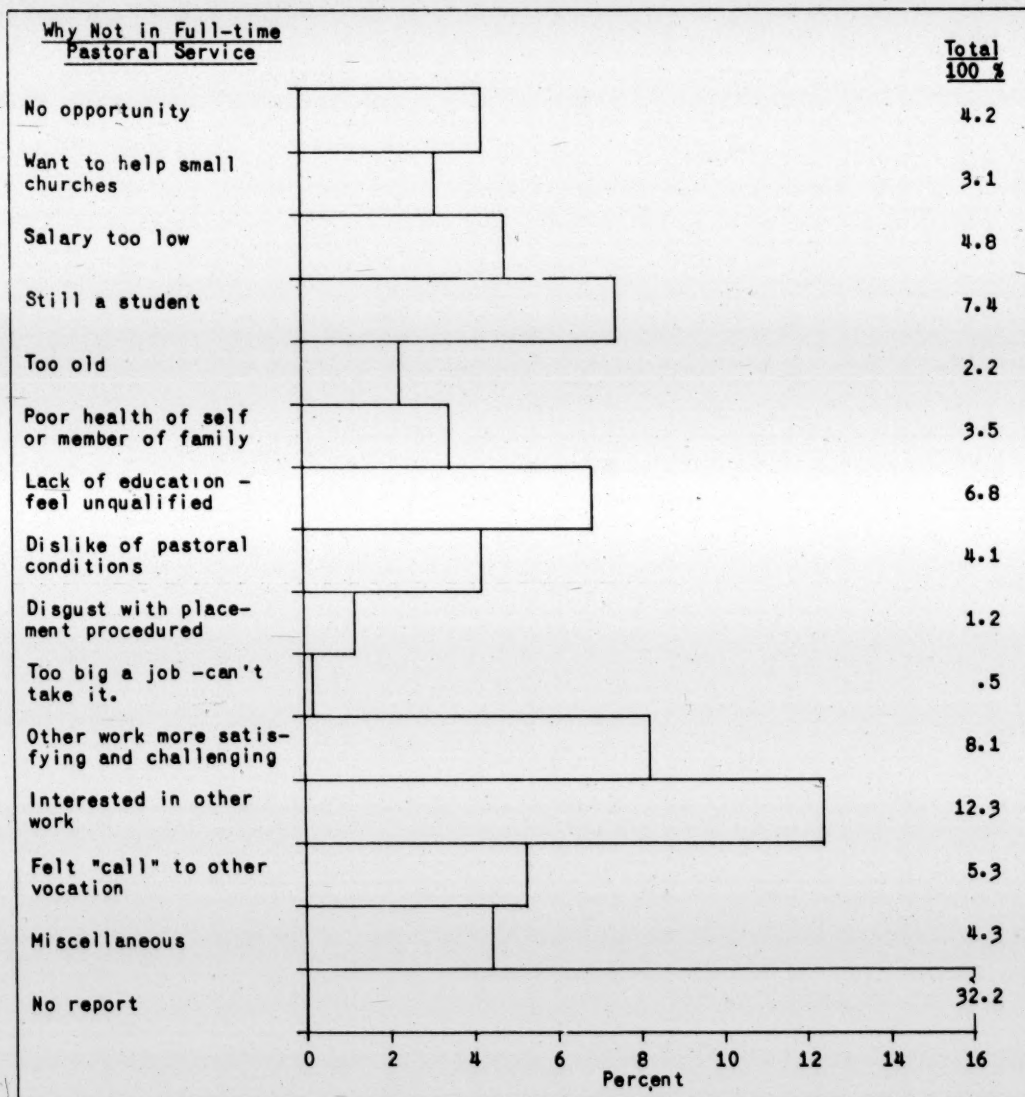
²A perfect illustration of a half-truth is the individual who indicated that he had no opportunity to serve a church; whereas the truth is that he had an opportunity to serve a church but not the kind of a church that he wanted. Thus, his answer was a half-truth.

³By major reason is meant that more ministers checked this category than any other.

⁴Actually 12.3 per cent, or 105 persons.

⁵Approximately 8 in 100 ministers, or 69 persons.

CHART VI-26
WHY 853 MINISTERS ARE NOT IN FULL-TIME PASTORAL WORK



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

which have similar characteristics, were considered as one unit, they would encompass approximately 2 in 10^1 ministers.

The responses of the remaining 8 in 10^2 ministers were scattered throughout the twelve other categories.

xi. The Degree to Which Ministers Feel that Their Wives are of Assistance to Them in Their Pastoral Ministry

When a young man hears a call to the ministry, he begins to think about the one who will share his joys and burdens in this blessed work. He sets up an ideal close to perfection. Then he may begin to see a certain girl frequently and wonder if she is the one! After a few "dates" he may find that she uses faulty English or talks flippantly about religion. He may see . . . that she has that awful something about which her "best friends won't tell her"! So he begins to look elsewhere, until he finds the one "far above rubies."³

The returns⁴ from the questionnaires indicate that not every Church of the Brethren pastor or minister finds

¹Actually 20.4 per cent, or 174 persons.

²Actually 79.6 per cent, or 853 persons.

³Carolyn P. Blackwood, The Pastor's Wife (Philadelphia: The Westminster Press, 1950), p. 15.

⁴Some difficulty was experienced in framing the question. The original version read "Across the years of my ministry, I have found my wife to be, (1) a great help to me, (2) of some assistance, etc." However, various persons connected with the study in an advisory capacity, doubted if the recipients of the questionnaires would reply to such a personal question. The question was then rephrased to read "Of the minister I know most intimately his wife is: (1) a great help to me, . . ."

However, remarks on the returned instruments such as "why not say what you mean" (No. 1302) indicate that some

his "ruby." Some married less precious "gems" and a few settled for the artificial or the synthetic.¹

The data indicate that 7 in 10² Church of the Brethren pastors and ministers felt that their wives are a great help to them; an additional 3 in 20³ of some assistance.

Of concern to the Brotherhood are the wives of approximately 1 in 20⁴ ministers who are of little or no help, or a handicap to their husbands. Thirty-two of these are pastors' wives.

ministers had difficulty in determining whether or not the question was to be interpreted as the wife of a minister's friend, or their own wife.

Since the question was undoubtedly answered from both viewpoints, the conclusions indicated above may not be altogether correct. They do, however, give some very practical insights into the mistress of the manse.

¹As one minister said, "A woman may serve well as wife, housekeeper, and mother, but it does not take a congregation long to tell the difference between the artificial product and the natural stone" (No. 678).

²Actually 70.8 per cent, or 1170 persons.

³Actually 16.5 per cent, or 273 persons.

⁴Actually 4.7 per cent, or 77 persons. The breakdown is as follows: Neither a particular help nor handicap, 1.99 per cent, or 33 persons; of some handicap, 2.48 per cent, or 41 persons; a great handicap, .18 per cent, or 3 persons.

xii. How Ministers Feel About Pastoral Placements

The returns from 1653 questionnaires indicate that only 1 in 20¹ pastors and ministers are in favor of drastically altering the Church's present method of pastoral placement.

While slightly less than 1 in 2² pastors and ministers are content with the present method of pastoral placement, a large segment of the Church's ministerium wants to involve more than the pastor, congregation, and executive secretary in pastoral placement. The data on Chart VI-27³ indicate that approximately 1 in 4⁴ ministers want to eliminate the executive secretary in the pastoral placement process and replace him with the District of Regional Board. While an additional 1 in 10⁵

¹Of these 64 ministers, 23 recommended that pastors should be appointed by a district or regional secretary; 41 indicated that pastoral placements should be left entirely in the hands of the church and the minister.

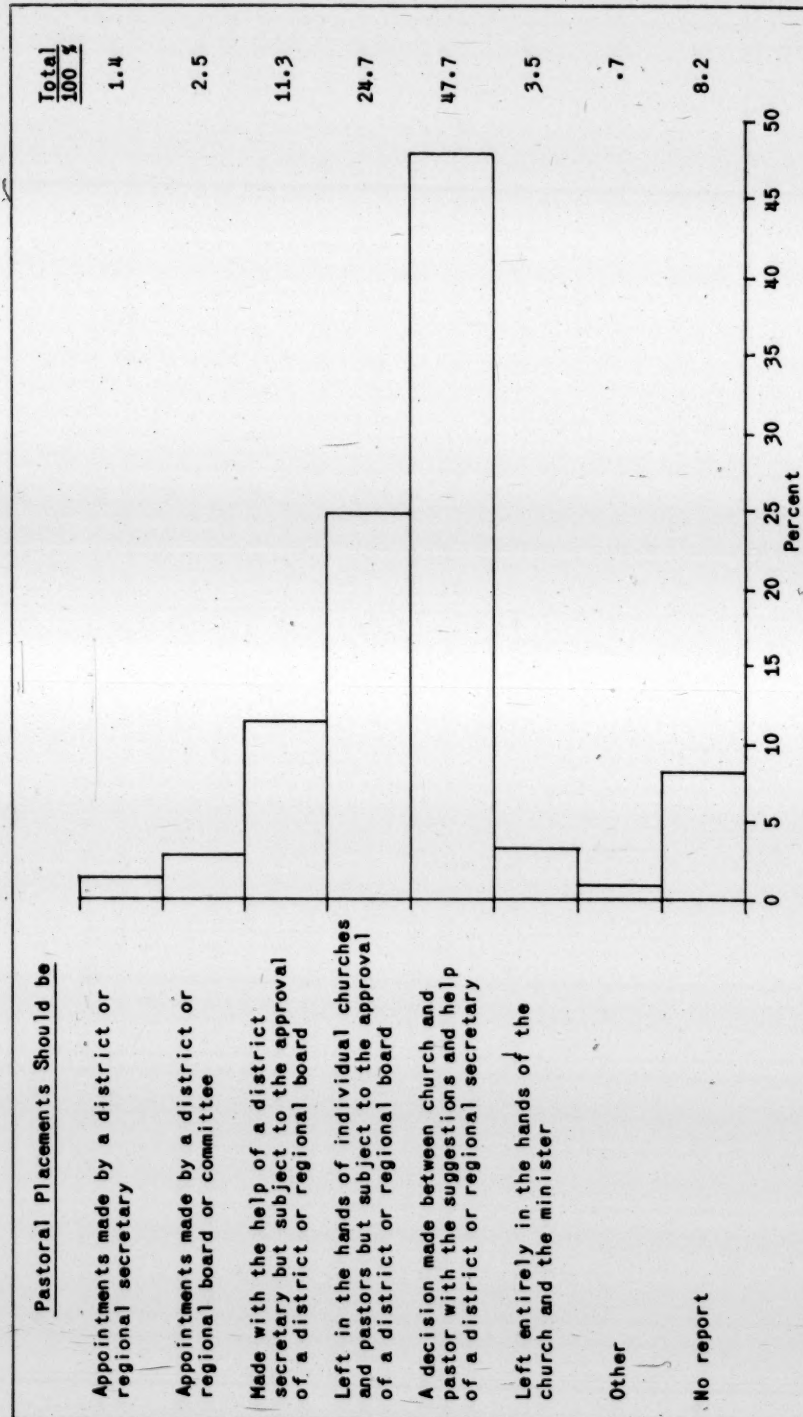
²Actually 47.7 per cent or 789 ministers. If considered as a separate unit 53.9 per cent, or 393 full- and part-time pastors are satisfied with the present method of pastoral placements.

³See Chart VI-27.

⁴Actually 24.7 per cent, or 409 ministers. When considered as a separate unit, 26.1 per cent, or 190 full- and part-time pastors want to eliminate the executive secretary from the pastoral placement process and replace him with the district or regional board.

⁵Actually 11.3 per cent, or 186 ministers.

CHART VI-27
THE METHOD 1653 PASTORS AND MINISTERS FEEL THAT THE CHURCH SHOULD
ADOPT FOR PASTORAL PLACEMENTS.



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

@ VI-23

ministers would not recommend such drastic action, they want to involve the district or regional board in the decision-making process along with the executive secretary and the church.

Methods of pastoral placement or of finding a pastor for a church (in churches with a congregational form of government) vary from church to church and from denomination to denomination. Some communions control pastoral placements by a conference system of appointments; others allow complete freedom of choice for both pastor and congregation.

Regardless of system of pastoral placement, one thing is certain, no method is entirely satisfactory. Although a conference appointment system assures every conference-approved minister of a church and every church of a pastor, neither church nor pastor has much of a voice in the placement. Some individuals believe that an appointment method of pastoral placement is too dictatorial, yet too much autonomy also has its problems.¹ The frequent

¹As illustrated by Paul L. Sturges in an article "How About the Regional Ministry?" The Massachusetts Baptist Digest, Vol. I, No. 7 (November, 1960), 1, Dr. Sturges wrote that "Often a dozen or more pastors need to be recommended, two or three at a time, before a position is filled. One church in the state holds the record: Actually eighty-seven pastors were eventually recommended by the committee."

use of the interim pastor is often the result of a church wanting to look over the entire field of available ministers and then, after making the "rounds," of not being able to agree on which one to call as pastor.

The answer to why so many Church of the Brethren ministers desire some changes or adaptations in the process of pastoral placements cannot be determined from the instruments--the only empirical measure being the reactions of pastors--but from depth interviews with 54 ministers who withdrew from the pastoral ministry.

Pastors dislike the "swapping" of information from one executive secretary to another. Although it is true that a certain amount of basic information must be made available to both church and pastor, incidents of past mistakes and blunders in parish life might well be forgotten--lest the pastor learn of the "gossip" by the mysterious grapevine. Many once-cherished pastor-executive relationships were permanently severed because the executive talked too much about the pastor's pulpit mannerisms, social practices, pet expressions, peculiarities of dress, or tendencies in various queer directions--and not enough about his good qualities.

It is true that one well-trained, conscientious executive may well do a better job in running an organization

than a board composed of incapable members, but there are a group of ministers who see grave danger in "one-man decision making." The danger of the salaried executive, as pastors see it, is that he makes too many decisions. The basic problem is not one of division of labor (although this is certainly involved), but of chain of command. Regional boards and committees, in a democratic organization, are appointed for the specific purpose of decision-making; the employed executive carries out the board's decisions. If this chain of command is short-circuited, either because the board or committee fails to carry out its responsibilities or because the executive takes on the decision-making role (either by default or intent), the democratic process breaks down. As this process gains momentum, fewer and fewer individuals become "decision makers," and at the same time, the work of the board or committee fades into oblivion or, at best, does little more than place its "stamp of approval" on the work of their executive.

It is the opinion of some pastors that the involvement of a district and regional board in pastoral placements would make the pastor and the congregation feel that the "whole church" was involved in the placement. Pastors want to involve more fully the district and

regional board in the decision-making process for added support.

As in a marriage, the pastor-church relationship is something that must be continually "worked at." If the church conceives of the idea that it can sever its relationship with the pastor over the first major or minor disagreement, the chances are that it will continually choose to change pastors rather than to work through the problems; and the basic problem (if it lies within the church) will remain unsolved.

The district secretaries, pastors say (lest they jeopardize their own relationship with the church) remain powerless in many instances to exert the kind of pressures that bring about change. Thus, their only recourse is to move--and ministers dislike moving.

Some pastors object to a few of the more gifted ministers going about the countryside and picking out the "plum" churches--and vice versa. There is some feeling among ministers that a good pastorate should be followed by a less significant one in order thereby to share the more prosperous pastorate with a larger group of ministers.

To the prestige-minded pastor (especially in a denomination such as the Church of the Brethren where large churches with attractive salaries are at a premium)

this problem becomes acute.

Fortunately for the church, many pastors seek out challenging and difficult pastorates. Other serious-minded ministers dedicate a part of their lives serving churches that find it difficult to pay even the minimum salary. Those few ministers who desire churches with up-to-date buildings, large congregations, and high salaries should know that there are not enough of these available for all.

As indicated above, the basic problem is not one of systems but of men who operate the systems. "Ordination for the Holy Ministry does not change men's natures."¹ Only when executives and ministers and pastors learn to operate by the Golden Rule will the problems of pastoral placement be solved.²

¹Schuette, The Minister's Guide, p. 58.

²However, some basic recommendations will be made which, if adopted, will eliminate some basic problems in pastoral placement.

CHAPTER VII

COMPENDIUM AND RECOMMENDATIONS

1. Introduction

Webster defines the word summary as "an abstract, abridgement . . . of a preceding discourse";¹ the word conclusion as "an inference . . . the last summing up of a discourse";² and the word compendium as "a work which gathers together and presents more briefly all the details essential to a comprehensive knowledge of a subject."³

While the meanings of all of the three words are similar in many respects, the writer of this dissertation was of the opinion that the definition of the word compendium embodied all of the items that needed to be conveyed in this final chapter. The compendium section of this chapter is the bringing together and presentation of the essential details needed to gain a comprehensive knowledge of the contents of the project. Since the evidence for all of the statements in Section 2 can be found in the body of the dissertation, no attempt will be made

¹Webster's New Collegiate Dictionary (Springfield: G. and C. Merriam Co., Publishers, 1949), p. 849.

²Ibid., p. 171.

³Ibid., p. 168.

at documentation.

The writer again wishes to call attention to the difficult problem of deciding whether or not the survey should embody the bi-modal dimensions of research--that strategy rightfully follows research. Although some churchmen believe that those in charge of religious research should engage solely in pure research (empirically verifiable observations), leaving the planning for the individual church or denomination, others feel that fact-finding and planning are not diametrically opposed, but inextricably intertwined and that research should be very much concerned with fact-finding and planning. It can be said, however, that many researchers, even though they may strongly advocate one viewpoint, occasionally vacillate from one philosophy to the other, depending on the nature of the research project and the people involved in the study.

The position taken by the director of this particular survey is near the "middle of the road" in that it neither ignores planning nor overburdens the Church with a set of recommendations that might be ideal but impossible to implement. In those cases where the writer felt that an important observation might be overlooked or ignored, the phrase "it would appear" was inserted in the compendium to draw attention to the problem. These "it would appear"

statements and the one concrete recommendation which appears in Section 3 of this chapter were as far as the writer felt he could go in directing the Church in its future activities regarding this survey.

2. Compendium

i. Statements Concerning the "Descriptive Analysis of the Church of the Brethren Minister" (Chapter III)

Slightly more than 30 per cent of Church of the Brethren ministers are 60 or more years of age, as compared to 15 per cent for full-time pastors and 20 per cent for part-time pastors.

There has been a steady decrease of young men being ordained into the ministry since the year 1940. The same can be said of ordained men going into the pastorate.

Based on their actions Brethren ministers do not believe in remaining celibate. Approximately 85 per cent of the Brotherhood's ministers were married at least one time. Only 7 of 1653 had marital difficulties ending in separation.

Church of the Brethren ministers and their wives are more than reproducing themselves. Slightly more than 1 in 2 families have 3 or more children.

Ministers tend to have smaller families than the one in which they were reared.

Of the present 729 full and part-time pastors, 189 (or 1.11 per church) were reared in Pennsylvania; 95 in Virginia (or 1.37 per church); 75 in Ohio (or 1.45 per church); and 73 in Indiana (or 1.50 per church).

Smaller churches produce more ministers than large churches.

Church of the Brethren ministers are rural-oriented. Slightly more than 62 per cent were reared in the country or villages under 500.

Church of the Brethren ministers are becoming urbanized. Today only 3 of 10 ministers reside in the country or village under 500.

The fathers of 58 per cent of 1653 Church of the Brethren ministers are or were farmers as compared to 54 per cent for full and part-time pastors and 33 per cent for student pastors.

The fathers of approximately 15 per cent of Church of the Brethren ministers were also ministers--half being farmers ("free ministers") and half professional.

While the Brotherhood still relies on the farm family for one-third of its ministers (a decrease of 24.8 per cent from the past), the occupations of the fathers of student pastors (category I) indicate that the Church is drawing almost twice as many candidates for the ministry from professional (13.2 per cent increase) and craftsmen

(5.4 per cent increase) families than has been customary in the past.

Slightly more than 22 per cent of ministers whose fathers were engaged in some professional occupation withdrew from the pastorate as compared to 19 per cent for those ministers whose fathers were farmers.

If the trend of recruiting fewer ministers from the farm and more from professional families with professional training continues, the Church can expect the future minister to seek and eventually to receive professional status (as it relates to salaries, standards of living, church secretaries, adequate tools with which to work, and respectable looking churches, and so forth). As in the past, the Church will continue to lose pastors in direct proportion to its resistance to the rise of the professional minister.

There is some evidence to indicate that ministers run in families. Slightly more than 6 in 10 ministers have at least one immediate relative in the ministry.

The fathers of ministers attended the Sunday morning worship service more often than did mothers. The difference, however, was small.

The fathers of ministers had a greater interest in church work than did mothers. The difference, however, was small.

With few exceptions, Church of the Brethren ministers had a strong attachment to the Church through their lives.

Almost 50 per cent of full and part-time pastors have a seminary degree.

Slightly more than 35 per cent of the respondents to the questionnaires have seminary degrees.

Almost 9 per cent of full and part-time pastors had not had the opportunity of graduating from high school.

Slightly less than 38 per cent of ministers with seminary degrees are not in the pastoral ministry.

There has been a surge toward seminary education between the years 1935-1945. Beginning in 1945, the number of men entering seminary leveled off somewhat. For the past 10 years the number of men that have graduated from seminary has about held its own.

Slightly more than 22 per cent of all ministers with Brethren college degrees withdrew from the pastoral ministry, as compared to almost 8 per cent for Bethany Training School graduates and none for graduates of non-denominational Bible schools.

Manchester College trains more ministers than any other Brethren college.

Manchester College has fewer graduates (figured on a percentage basis) in the pastorate than other Brethren colleges.

McPherson College (figured on a percentage basis) produces more pastors than other Brethren colleges.

Fewer ministers with Bridgewater College degrees withdrew from the pastorate (figured on a percentage basis) than any other Brethren college.

On the basis of a 4-point criteria ranking, Bridgewater ranks the highest of all Brethren colleges. It is second in number of Brethren ministers produced, second in per cent of ministers now serving churches, third in the per cent of pastors produced through the years, and first in the least number of pastoral withdrawals.

Slightly more than 92 per cent of Brethren pastors with seminary degrees graduated from Bethany Biblical Seminary.

The percentage of seminary graduates who go into the pastoral ministry progressively decreases in size on the continuum from the denomination's only seminary (Bethany Biblical Seminary) to denominational but non-Brethren seminaries to non or inter-denominational affiliated seminaries. However (using the same scale as indicated above), the percentage of graduates who withdrew from the pastoral ministry progressively increases in size.

Since the year 1920 (with the exception of the depression years, 1930-1940), there has been a steady increase in the number of college graduates among Church of

the Brethren ministers.

The great surge for a seminary education has only taken place in the last 20 years. Of those pastors having a seminary education, 45 per cent received their training within the past ten years; almost 80 per cent since 1940.

Of the extra-curricular school activities in which ministers were most active, debating or public speaking and music were the most popular. It is significant, however, that approximately 26 per cent refrained from answering the question on extra-curricular activities--perhaps signifying no activities.

Asked to characterize their childhood and youth with regard to school, slightly more than 90 per cent indicated that they enjoyed school and were good or average students.

Slightly more than 45 per cent of all part-time pastors rated themselves as poor students, as compared to 2 per cent for full-time pastors.

At the time ministers decided to go into the ministry, slightly more than 33 per cent would have accepted some form of military service. As of 1960, this number has been reduced to almost 18 per cent.

Almost 18 per cent of all part-time pastors ascribe to some form of military service as compared to 10 per cent

for full-time pastors.

There has been a tremendous shift away from the belief that individuals from other communions must be rebaptized (if not previously immersed) in order to unite with the Church of the Brethren. At the time individuals made their decision to enter the ministry, 44.5 per cent felt that rebaptism was necessary as compared to only 12.6 per cent today.

The issue "common cup versus the individual communion cup" as a vehicle for transporting the contents of the cup was apparently settled before the turn of the century. Only 26 of 1653 ministers are "strongly opposed" to the use of the individual communion cup.

While many ministers are approaching the idea of an additional communion service (minus the feet-washing service and fellowship meal) with caution, the trend is toward the additional service. Slightly more than 30 per cent of all ministers are now taking a more liberal viewpoint toward the additional service than they did at the time they decided to enter the ministry.

While many ministers do not disapprove of supplementing the traditional Brethren love-feast and communion service with an additional service of the eucharist, there is a great deal of resistance to dropping the feet-washing service entirely. The trend toward the more liberal viewpoint, however, has been established.

The idea that the Brethren love-feast and communion service should be limited to Brethren is a minority viewpoint among Brethren ministers. Even though the shift of belief has definitely been away from this minority viewpoint, in some sections of the Brotherhood the idea is growing in popularity.

It would appear that the Brotherhood would greatly profit by a comprehensive study of the religious beliefs of both minister and laity.

Slightly more than 80 per cent of all Church of the Brethren ministers have indicated that their present religious beliefs are different from those held at the time decision was made to enter the ministry.

The more formal schooling a minister achieves, the more he thinks his religious beliefs change.

War affects the religious beliefs of ministers. There is a positive correlation between change in religious beliefs and ministers whose early life coincided with World Wars I and II, those of World War II showing the highest degree of change.

Since religious beliefs are, in part, crystalized while the student is matriculating in college and seminary courses, the future religious beliefs of the Church of the Brethren ministers (beliefs which will eventually affect the laity) are in the hands of a relatively few teachers.

It would appear that no amount of money or time should be spared to obtain the best teachers that can be had.

The beliefs of young ministers change more than those of older ministers.

The religious beliefs of ministers in category 5 (once a pastor--now employed full-time in some other church-related vocation, i.e., college and seminary teaching, inter-denominational work, district, regional, or Brotherhood work) change more than those of ministers in any other category.

The religious beliefs of ministers in category 4 ("free ministers") change less than those of ministers in any other category.

Although the ministry in the Church of the Brethren is going through a transitional period, in actual practice, the 3-step phase (from licensing, ordination, eldership) remains intact.

On the average, ($\bar{x}$) full-time pastors preach 62 sermons a year; part-time pastors 53 sermons a year.

The high respect of the "free minister" in the Church is noted by the fact that he is called upon to preach twice as often as are ministers in other categories (except pastors and ministers involved in Brotherhood activities).

One-half of full-time pastors spend from 312 hours to 748 hours per year in sermon preparation; 30 per cent spend from 811 to 1494 hours.

Almost 52 per cent of full-time pastors spend from 5 to 12 hours a week in preparing a sermon. Approximately 42 per cent of student ministers spend from 13 to 24 hours in preparing a sermon.

Slightly more than 74 per cent of all full-time pastors spend from 3 to 5 night a week in church work. The work of the full-time pastor requires that he spend more nights away from home than that of ministers in any other category.

Approximately 46 per cent full-time pastors and 10 per cent part-time pastors make from 13 to 24 pastoral calls a week.

Approximately 57 per cent of full-time pastors attend 2 to 3 church committee meetings a week, about twice as many as the number attended by part-time pastors.

The Church ordained more ministers during World Wars I and II than in previous or subsequent years.

Ministers who withdrew from the pastorate frequently did so during the first five years of their ministry.

There has been a steady decrease in the number of young men entering the ministry since 1950, but an increase

in the number of pastors.

Slightly more than 67 per cent of the full-time pastors served no more than 4 churches during their lifetime. An additional 30 per cent served from 5 to 10 churches during their lifetime.

Seventy-eight C.P.S. and 88 G.I.'s upon discharge went into the ministry. Of these two groups, 74.4 per cent C.P.S. and 79.5 per cent G.I.'s went into the pastorate. Of those ministers who served churches, 23.1 per cent C.P.S. boys and 14.8 per cent G.I.'s eventually withdrew from the pastorate.

The average ($\bar{x}$) full-time pastor moves every 4.3 years. Part-time pastors move every 6.3 years.

Ministers who withdrew from the pastorate (i.e., now engaged in college or seminary teaching, interdenominational work, district, regional, or Brotherhood work, farmers, factory workers, school teachers) when in the pastorate moved more frequently than other full or part-time pastors.

Approximately 25 years ago, the average ($\bar{x}$) length of a pastorate was 7.3 years or 3 years longer than today.

Church of the Brethren pastors are fairly young. The average ($\bar{x}$) full-time pastor has been a pastor only 13.7 years. If the term of service to the Church of the present full-time pastors conforms to the average ($\bar{x}$)

number of years retired pastors served the Church, the Brotherhood will need 276 replacements by the year 1970.

The average ($\bar{x}$) retired pastor spent 22.8 years in the pastorate. Approximately 25 per cent gave from 35 to 50 years of pastoral service to the Church.

Sixty per cent of full-time pastors spend approximately 51 to 72 hours per week in parish work. The average ($\bar{x}$) full-time pastor spends slightly more than 61 hours a week at his job.

The average ($\bar{x}$) part-time pastor spends slightly more than 21 hours a week in church work.

The average ($\bar{x}$) full-time pastor spends approximately 13 hours per week more on the job than do ministers in any other category.

Slightly more than 78 per cent full-time pastors indicated that the Church provided an adequate parsonage or home.

Almost 79 per cent of part-time pastors indicated that the Church did not provide an adequate parsonage or home.

Poor housing facilities definitely deter some churches from securing the services of a well-qualified minister.

Pastors have indicated that there is conspicuous lethargy among church members, yet they also agree that there is a core of dedicated workers in every church. It

would appear, however, that many of these dedicated church members do not understand the basic functions or the professional needs of a pastor.

While a number of churches do not have the necessary funds to provide the ideal in terms of church facilities, there are few churches which, if they once understood the basic professional needs of the pastor and family, could not make some relatively inexpensive improvements. It would appear that an intelligent district lay committee using study forms as guides and upon invitation of a church might make a valid contribution in improving parish conditions by the use of the educational process.

Full-time pastors live in modest homes. The average (median) rental value of the parsonage is \$43. a month, as compared to \$112.50 a month for the homes of ministers in category 8 (i.e., never actively engaged in pastoral work).

Ministers in church-related vocations receive more vacation than those in any other category. Slightly more than 75 per cent receive 4.1 weeks vacation a year.

The average ($\bar{x}$) full-time pastor receives 2.6 weeks vacation with pay per year. However, approximately 45 per cent receive 4 weeks vacation with pay.

Approximately 68 per cent of all full-time pastors receive from \$161.44 to \$677.44 per year car allowance.

The average ($\bar{x}$) full-time pastor received \$409.02 per year car allowance. His actual car expense for parish work is probably around \$1,000. a year.

Slightly more than 18 per cent full-time pastors do not receive a car allowance for church work.

Full-time pastors estimated that they need approximately \$742.05 a year car allowance to cover expenses. This is an increase of \$308. over what the average ($\bar{x}$) full-time pastor now receives.

The Brotherhood has not come to any definite agreement as to whether or not the Church has an obligation to provide a pastor's utility allowance, or if so, how much.

Utility allowances for full-time pastors range from \$0. to \$700. a year; slightly more than 53 per cent do not receive an allowance. The average utility allowance, which includes those ministers who do not receive an allowance, is \$211. a year.

Approximately 72 per cent of full-time pastors receive either all or partial expenses to annual conference. Slightly less than 47 per cent part-time pastors and 42 per cent "free ministers" enjoy the same privileges.

Approximately 34 per cent of full-time pastors receive either all or partial expenses to district and regional conferences.

The average ($\bar{x}$) salary for full-time pastors is \$3,746.72 a year. Approximately 68 per cent receive from \$2,936.72 to \$4,556.72 a year (one standard deviation).

The average ($\bar{x}$) salary for part-time pastors is \$1,708. a year. Approximately 68 per cent receive from \$922. to \$2,494. a year for services rendered to the church (one standard deviation).

The average ($\bar{x}$) part-time pastor receives \$4,250. a year from occupation other than church work.

The average ($\bar{x}$) part-time pastor receives a cash salary of \$5,958. a year (excluding value of parsonage and utilities) for part-time services to church and from occupation other than church work.

The full-time pastor is the most poorly paid minister in the Church of the Brethren. His total salary (after adding rental value of parsonage and all other allowances to his salary) is \$1,054. less than that received by the average ($\bar{x}$) minister in any other category.

The average ($\bar{x}$) full-time pastor indicated that he should have an increase of \$1,400. a year to take care of needs. If this increase became a reality the average full-time pastor would receive an approximate cash salary of \$5,232. a year, plus parsonage and other allowances.

Slightly more than 25 per cent of all ministers indicated that their wives were employed outside the home.

Almost 38 per cent of those who are employed outside the home said they worked primarily to balance the family budget.

It would appear that a more concerted effort should be put forth to standardize the organizational pattern of the local church.

It would appear that the office of the district and regional executive secretary would be strengthened if the office were limited to a six-year (or some other comfortable) term of service.

Churches over the Brotherhood range in size from 3 to 1,348 members. While the mean ($\bar{x}$) is 188, the most frequent size is between 50-100 members. Sixty-eight per cent of Brethren congregations have a membership of from 110 to 266; one-half of all Brethren congregations have less than, and one half more than, 143 members.

ii. Statements Concerning "Recruiting Ministers in the Church of the Brethren" (Chapter IV)

Slightly more than 65 per cent of all ministers had a father or mother (or both) who was affiliated with the Church of the Brethren before marriage.

Approximately 85 per cent of all ministers were reared in the Church of the Brethren. An additional 2.5 per cent had no church connections.

Approximately 36 per cent of all ministers listed "people encouraged me," and 13 per cent "a desire to witness to Christ" as their major motivation for entering the ministry.

Almost 29 per cent of all ministers did not list a secondary motivation for entering the ministry. But 15 per cent indicated that "people encouraged me," and 11 per cent "to be a minister appealed to me" as a second priority.

Almost 70 per cent non-pastors did not answer the question on motivations for remaining in the ministry. The question was in all probability an embarrassing one for many non-functioning ministers.

This study has uncovered Church of the Brethren ministers who seldom attend church services; others who will not offer a prayer if asked, and still others who apparently make no contribution to the office of the ministry in the local church.

It would appear that the office of the ministry would be greatly enhanced if the district ministerial bodies reviewed the names of those ministers in their care and, after counseling and careful consideration, worked toward compiling a list of ministers who are willing to be used in the Church.

Approximately 68 per cent of full-time pastors joined the Church from ages 9 to 17.4 years. The average ($\bar{x}$) age was 13.2 years.

Approximately 68 per cent (one standard deviation) of full-time pastors first thought about the possibility of becoming ministers from age 11.5 to 24.3 years. The average ($\bar{x}$) age was 17.9 years.

Approximately 68 per cent (one standard deviation) of full-time pastors gave approval for ordination from age 18.3 to 32.5 years. The average ($\bar{x}$) age was 25.4 years.

The parents of 26 per cent and the pastors of 22.9 per cent were the most influential persons in first leading young men into the ministry.

The parents of 25.8 per cent and the pastors of 24.7 per cent were the individuals who most encourage young men to enter the ministry.

Only 19 per cent of all ministers indicated that some individual discouraged them from entering the ministry. Among these persons were parents, pastors, or some other cherished person.

Slightly more than 41 per cent of all ministers indicated that the occasion of "the call of the Church" was the most important incident that influenced their decision for the ministry.

Approximately 26 per cent of all ministers experienced no "inner struggle" before making the decision to become ministers.

"Sense of unworthiness" (25.3 per cent) and "interest in other vocations" (17.3 per cent) were the most important reasons for making the individual reluctant in deciding to become a minister.

The "call of the Church" to many ministers is a "direct summons from God." To reject the "call of God" is synonymous to rejecting God.

It would appear that the "call of the Church" by the "laying on of hands" could become a mighty instrument in the hands of the Church in recruiting men for the ministry. If used discreetly, an adequate recruiting program, coupled with a comprehensive testing and screening process and a good educational program, could produce the finest and strongest ministry the Church has ever known. If not used discreetly, the opposite also might be true.

At the time decision was made to become a minister, 26 per cent of all ministers felt absolutely sure that their going into the ministry was a "call from God"; 46.3 per cent were sure.

As interpreted today, 34 per cent of all ministers feel "absolutely sure" that their going into the ministry was a "call from God"; approximately 41 per cent more are

"sure" The trend is toward more certainty of a valid call.

The Brotherhood has 1,114 young men of junior high school age, who (in the judgment of pastors) have the qualifications for becoming good pastors. This is almost 1 person (actually .99) per church.

The Brotherhood has 525 young men of high school age who (in the judgment of pastors) have the qualifications for becoming good pastors. This is almost 1 person for every 2 churches (actually .47 per church).

The Brotherhood has 411 young men of college age who (in the judgment of pastors) have the qualifications for becoming good pastors. This is about 1 person for every 3 churches (actually .37 per church).

For every 100 young men of junior high school age, only 37 remain qualified (in the eyes of the pastors) by the time they have graduated from college.

The Brotherhood has 73 ordained ministers with seminary degrees and 57 ordained ministers with some seminary training who have indicated an interest in becoming the pastor of a church.

Approximately 57 per cent of Church of the Brethren ministers did not have the experience of guiding a young man into the ministry. Slightly more than 11 per cent were responsible for guiding 4 to 9 young men into the ministry.

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Some ministers apparently have a special skill in guiding young men into the pastoral ministry. Thirty-four part-time pastors have an average of 5.2 persons going into full-time pastoral service under their ministry. However, the remaining 143 part-time pastors have no ministers in full-time pastoral service to their credit.

For every 100 ministers who entered full-time pastoral service, 36 eventually withdrew. This is a mortality rate of 36 per cent.

For every 100 young men who anticipate entering the ministry, only forty-six eventually become full-time pastors. This is a mortality rate of 54 per cent.

It takes 100 young men who anticipate going into the pastoral ministry to produce 35 full-time Church of the Brethren pastors who remain at their posts.

If 10 per cent (a conjectured figure) of the 2,050 young men of junior high school, senior high school, and college age (who, in the judgment of their pastors, seem to have the qualifications for becoming good pastors) contemplated going into the ministry, the Brotherhood (on the basis of past performance) could only expect to end up with 60 full-time pastors who will remain in pastoral work.

Some churches, like a few pastors, apparently have the ability to draw young men into the pastoral ministry.

There are 43 churches (from 100 to 800 members), geographically scattered and served by full and part-time pastors, which have recruited from 5 to 15 or more ministers during the past 20 years.

Almost 29 per cent of all Brethren churches did not produce a minister during the past 20 years.

Five hundred and fifty-two churches with full-time pastors, on the average, produced less than one minister per church during the past twenty years.

It took approximately two churches with part-time pastors, on the average, to produce one minister during the past 20 years.

Approximately 60 per cent of all pastors indicated that the churches they served were very much or generally interested in their young people.

While the majority of ministers do not wish to hold Brethren colleges totally responsible for recruiting candidates for the ministry, neither do they think that a church-related college should be spared the responsibility of making a strong contribution to the Brotherhood's recruiting program.

It would appear that a number of candidates might be saved for the ministry and others recruited, if a Brethren college would select a religious leader (chosen especially for the job) whose personality and life embody

all of the finer qualities of the ministry and who would have the qualifications for counseling and identifying himself with the students of the colleges.

It is the opinion of more than 80 per cent of all Church of the Brethren ministers that "the example and guidance of good Christian parents," "a vital church program," "a definite call of God," and "a consecrated and effective pastor at work" are the most powerful influences at work in guiding young men into the ministry.

The majority of ministers feel that "the great appeal of other professions" and "no vital recruitment program" are the two greatest obstacles in recruiting young men for the ministry.

iii. Statements Concerning "Factors Related to Pastoral Withdrawal" (Chapter V)

The great appeal of other professions, associated with higher salaries, more enjoyable working conditions, and the possibility of professional advancement, was the major factor accountable for approximately one-half of all withdrawals from the pastoral ministry. Although the drive to "get ahead" is the basic problem, the process is hurried along by a salary insufficient to care for family and professional needs accompanied with a disgust over the pettiness and jealousies of church members.

Most ministers care little about their personal needs. However, they will not (as a general rule) go beyond a certain point in sacrificing the welfare of their wife and children--no matter how strong "the call" to the pastoral ministry.

"Free ministers" who have served the Church on a near gratis basis or ministers who have served churches on an almost subsistence salary, upon reaching the age of retirement, frequently become bitter toward the Church.

The minister who has not "worked through" his theology to the point where he feels fairly certain what he believes, finds preaching extremely difficult and frequently withdraws from the pastoral ministry.

Inner-city and urban pastors frequently find the Brethren emphasis on "moralism" and "the good life" a difficult or impossible gospel to preach.

Most pre-ministerial students go through a period of "questioning" their previous beliefs. While this "upheaval" is most prevalent when the student is in college, it frequently continues through seminary. The degree to which a young minister can "pound out his own theology" quite frequently depends upon the extent to which he is emotionally bound to a system of beliefs he can no longer accept pragmatically.

The most disheartened ministers were those who, in all sincerity, had held to the letter of the law in interpreting Brethren doctrine, but in so doing found their message no longer acceptable to the congregation they were serving.

The minister who felt compelled to propagate a gospel that was in disagreement with that held by the denomination (namely the independent fundamentalist) is a major problem to the Brotherhood, for his methods disrupt the fellowship of the Church. While these kinds of ministers are relatively few in number, the future will produce more (unless the liberal element of the Church keeps in closer touch with the conservative).

Most pastors enter a parish "cold." While pastors should, in all probability, not be informed about minor personality problems, some mistakes could be avoided if pastors were alerted to the major problems confronting the congregation.

A change of pastors (rather than the use of Matthew 18) is the method too frequently recommended by executive secretaries and too often employed by both pastors and churches as the solution to pastor-congregation disagreements. In many denominations, the "voting out" or the church's requesting a minister's resignation is an unheard of practice.

Pastors do not feel that the district and regional executive secretaries can be "counted on" in time of difficulty.

Since executive secretaries hold the "key" to pastoral placements, their value as counselors to pastors is limited. Many pastors have discovered (sometimes through the "grapevine") that information of a personal nature or a discussion of parish difficulties with an executive secretary was passed on to others, which, in turn, acted as a deterrent in the securing of another pastorate.

The variety of kinds of churches and pastors and the limited number of pastoral changes at any one given time lessens the possibility that a compatible pastor-church combination can be found.

No one system of pastoral placement is perfect. It would appear that pastoral placements will never be better than the ethical practices of the men who operate the system. This encompasses pastors, district, regional, and Brotherhood executive secretaries, as well as churches.

There are a number of small churches that cannot adequately support a pastor, maintain a parsonage and church, and carry out a community program.

It would appear that many small churches now being served by part-time pastors or paying a pastor an

inadequate salary, would greatly strengthen their pastoral ministry by combining their membership with another church or by sharing the services of one pastor.

Life in the parsonage is difficult because the family is subject to all kinds of tensions, abnormal schedules, and demands of people. Some pastors and pastors' wives thrive on tensions; for others they become unbearable. If the latter is true for both pastor and wife or wife only, the pastor frequently withdraws from the pastorate. However a frustrated pastor, with the spiritual and moral support of a dedicated wife, can frequently "weather the storm." A consecrated, understanding wife is found in the parsonage of every successful pastor.¹

Pastors leave seminary (the culmination of seven years of ivory-tower learning) full of enthusiasm and with a collection of ideas and theories which they plan to adopt in their first parishes. Much to their disappointment, these young pastors find that congregations are pretty much satisfied with the "status quo" and not much interested in trying out many new ideas. The pastors (especially the energetic ones) who lack training in the behavioral sciences (i.e., the way in which an organism acts in response to a stimulus) fail to understand the basic drives and motivations of people and frequently expect too much to happen too soon.

¹This opinion is documented by interviews.

It would appear that many pre-theological students might build a stronger educational foundation by taking more relevant courses while in college than they do at present. A suggested undergraduate curriculum might well be established by college deans with the assistance of churchmen and the theological school.

Churches frequently take on the personality of a strong leader (dead or alive) whose beliefs and practices are cherished and propagated for many years. Pastors serving these churches frequently experience a certain "unwillingness to change" attitude among parishioners.

Only experience in pastoral work can close the gap between pre-pastoral images of the minister and of the church and life as it actually exists in the parish. The intern seminary year and other pastoral experiences while in college and seminary should help close this gap.

There is no evidence to indicate that individuals entered the ministry thinking that it would be a simple task or an easy way to make a living. Few, however, are aware of the many demands that will be placed upon them.

Ministers who withdrew from the pastoral ministry tend to follow occupations comparable to their primary mental abilities. Those receiving high P.M.A. scores went into teaching or some other such profession; those receiving low P.M.A. scores generally gravitated into the

unskilled labor force or occupations demanding less ability.

Ministers do not always know whether or not they have the skills or ability to become good pastors. Individuals who frequently questioned their abilities to become good pastors made average or above-average scores on the P.M.A. tests.

The P.M.A. scores of 7 of 54 ministers who withdrew from the pastoral ministry fell below the statistical measurement of one standard deviation (or the average); one more fell below the second standard deviation (or extremely poor). On the basis of P.M.A. scores alone (not the desire to serve the Church or religious experience), the admissions committee of a present-day educational institution would probably reject three of the 7 individuals and seriously question the abilities of the remaining 4.

It seems possible, by sheer hard work, determination, and the capitalizing on one's special talents, to overcome a P.M.A. deficiency and go on to become a relatively successful pastor.

Half of those ministers who withdrew from the pastoral ministry felt that the church expected too much of their wives.

The pastor's wife must be willing and able to fill the role that the congregation assigns to her, or else

face the criticisms of the parish. The role may differ greatly in various parishes--from one of leadership to one in which she is totally inactive in parish affairs.

Many churches expect that the pastor's wife will assume some leadership responsibilities and make a vital contribution, both in time and service, to the church.

Only 13 per cent of those pastors who withdrew from the pastoral ministry were completely disillusioned over the apathy of church members. Some ministers became disgusted; others merely accepted it as "fact."

The failure of church people to accept and carry out responsibilities eventually discourages many seminary trained pastors. Almost 25 per cent of those ministers who withdrew from the pastoral ministry pointed out that this indicant contributed to their withdrawal.

More than 75 per cent of those ministers who withdrew from the pastoral ministry felt inadequately trained in some area which (in a seminary curriculum) would be classified as practical theology.

Approximately 42 per cent of those ministers who withdrew from the pastoral ministry felt that pastor-church relations might have been better had a functioning pastoral committee existed.

A successful pastor's wife must fulfill two roles or two images--the one created by her husband and the

other by the congregation. Of these two roles, the first is the more important. If she fails to fulfill the role expected by her husband, his work may be seriously hampered. If she fails to fulfill the role expected by a congregation, she may have a second or third opportunity since no two churches are exactly alike. What is expected in one church may be rejected in another.

The part that good housing plays in the happiness of the family that lives in the parsonage is frequently dependent upon the sensitiveness of the wife to good housing. A woman who has been accustomed to the refinements of life will frequently be dissatisfied with inferior living conditions in the parsonage.

Lack of a functioning parsonage committee (or some other board, person, or organization), reluctance of pastors to ask for improved living conditions, and the lack of finances are the three principal reasons for inferior housing.

Approximately 60 per cent of those ministers who withdrew from the pastoral ministry indicated that they lived in inferior housing.

Ninety per cent of those ministers who withdrew from the pastoral ministry spent more time in commenting and describing the lack of basic tools with which to work than on any other single indicant. However, only 33 per cent

felt that it contributed to their withdrawal from the ministry. Many pastors partially solved the problem by buying their own equipment or getting along as well as they could with what they had.

Only a few ministers questioned the right to be criticized on the assumption that a pastor is trained for the work and in the sight of God officially responsible for the church. Others indicated that they did not mind criticism if it were offered in the "proper" spirit. While pastors indicated that criticism involving censure or condemnation was not easy to accept, only a small percentage felt that it contributed to their leaving the pastoral ministry.

The poor health of a minister, his wife, or member of family contributed to only 5 in 54 withdrawals from the pastoral ministry.

This study has uncovered only one case where the pastor was socially unsuited (too "common" in this case) for the congregation. Thus, if any trend is being established, it is that the seminary graduate will be socially above the congregation he serves.

Ministers agree that church members can and do criticize the pastor. However, according to ministers who withdrew from the pastoral ministry, Brethren also have the capacity for showing their appreciation.

iv. Statements Concerning "Toward a More Effective Ministry" (Chapter VI).

The ease with which a non-seminary trained minister can become a pastor in the Church of the Brethren makes it virtually impossible to determine how many seminary graduates are needed each year to fill vacant pastorates.

Although the trend toward participating in testing programs has been established, less than 20 per cent of all Church of the Brethren ministers took either personality or vocational tests before entering the ministry.

Slightly more than 65 per cent of all Church of the Brethren ministers indicated their approval of personality and vocational testing programs prior to ordination; slightly more than 24 per cent disapproved.

The belief that God divinely selects and sets apart for ordination those who shall serve him should never be belittled in the Church of the Brethren. However, it would appear that the use of testing programs might point out to some unqualified candidates the importance of being both an instrument of God and at the same time of being qualified for the task.

It would appear, in a denomination such as the Church of the Brethren (where almost anyone can become a minister), that a more vigorous method of examining candidates before ordination (by competent and dedicated men and

with the purpose suggested by conference) would produce a stronger and more qualified ministry.

A few ministers with limited education opposed the setting of educational standards for ordination; others with limited education felt the lack of it and proposed a higher standard. A few ministers with college and seminary degrees proposed the rigid enforcement of educational requirements for ordination. However, 50 per cent (probably realizing the present situation) compromised by suggesting that the Church maintain rigid educational standards and prescribe a course of instructions for those who cannot fulfill the requirements.

The Church is definitely moving toward an educated ministry. It would appear that there will be a diminishing demand for non-seminary trained pastors in the future. With the demand for seminary trained pastors will come an automatic rise in educational standards for ordination. Both education and experience contribute to the degree to which ministers feel prepared to handle pastoral situations, but ministers with seminary degrees and experience feel more competent than ministers with experience but without seminary training.

Graduates of the Brotherhood's seminary feel less prepared than do graduates of non-Brethren seminaries.

Both full and part-time pastors listed counseling and administration as the two areas of church life in which they feel inadequate.

Slightly more than 51 per cent of pastors go to an elder or to another minister when in need of counseling.

The fact that less than 25 per cent of pastors go to a district secretary when in need of counseling raises the question as to whether or not this district employee is fulfilling, or is able to fulfill, his role as a counselor to pastors.

It would appear that a seasoned minister with skills in counseling, with the freedom to travel across the Brotherhood, a minister accountable to no one but God, would fill a need and be of inestimable value as a counselor to pastors.

Only slightly more than 17 per cent of churches with full-time pastors provide adequate secretarial assistance for their pastors.

Slightly more than 35 per cent of full-time pastors feel no need for secretarial assistance.

Approximately 26 per cent of full-time pastors indicated that they need secretarial assistance, but the church makes no provisions or provides inadequate provisions for this service.

When considered as a unit, less than 19 per cent of churches with full-time pastors provide adequate office space, equipment, and furnishings for their pastors' study.

When considered as a unit, slightly more than 38 per cent of churches with full-time pastors make no provisions for pastors' study, furnishings, or equipment.

Pastors serving churches with inadequate office, furnishings, and equipment solve the problem by buying their own, or skimp along and make the best use of what they have, with the fond hope that, some time in the near future, things will be different.

It would appear that some churches are not aware of the need that exists for an adequate pastor's study, furnishing, and equipment.

Almost 69 per cent of full-time pastors indicated that the facilities for worship in the church were in good to excellent condition.

Slightly more than 55 per cent of full-time pastors indicated that the facilities for fellowship in the church were in good to excellent condition.

Approximately 39 per cent of full-time pastors indicated that the educational facilities in the church were in good to excellent condition.

A Committee on Evangelism and Missions (the two driving forces of the early Christian church) as well as

a Committee on Social Action are too few in number in the Church of the Brethren.

There seems to be no clear understanding of the basic principles of division of labor and chain of command in local church organization.

An overwhelming 76 per cent of Church of the Brethren ministers feel that pastors should be able to live on the same level as the average member of their parishioners or should receive enough to enable them adequately to care for their families and carry on parish life, as compared to slightly more than 13 per cent who believe that pastors should expect to have the same privileges and comforts as those in other professions in the community.

Only slightly more than 46 per cent of churches with full-time pastors and 8 per cent of churches with part-time pastors (as evaluated by pastors) have sufficient resources at present adequately to support a minister and carry out a good program.

Slightly less than 67 per cent of full and part-time pastors felt that parishioners respected the privacy of their home. An additional twenty-one per cent indicated that parishioners felt that the parsonage should be open to church activities.

Slightly more than 87 per cent full and part-time pastors enjoy from good to excellent relationships with the

congregation. The remaining pastors apparently have human relations problems of various degrees of intensity.

Twenty-one Church of the Brethren ministers indicated that they were sorry that they became ministers. An additional 74 said that it had not made much difference. It is reasonable to assume that the 138 ministers who did not answer the rather personal question might (if they had expressed their feelings) have classified themselves in either one of the two above categories.

From a field of 16 different problems of the ministry, "lack of time," and "problems of self" were listed as the two most difficult. "Lack of support of church members," "committee members," "visitation," and "other miscellaneous" aspects ranked second, third, fourth, and fifth in importance.

Of the fifteen joys and satisfactions enumerated by ministers, "evangelism," "preaching and teaching," "observing the spiritual growth of people," and "being able to be helpful to people" received the four highest ratings.

Slightly more than 51 per cent of all ministers listed "irresponsible church members," "negativism," and "fogyisms" as the most frustrating and discouraging conditions of church life.

Of the sixteen most challenging and encouraging conditions in the life of the church enumerated by ministers, "youth," "loyal workers," "the spiritual growth of the people," and "the pulpit ministry" received the four highest ratings.

"Get more education" and "observe better study habits" were listed as the two most significant changes ministers would make if they were starting over again in the ministry.

Of the fourteen reasons indicated for remaining in the pastorate, "my calling to fulfill," "because I enjoy it," "it is the best way I can serve man and Christ," or "the urgent need for pastors" were listed by approximately 72 per cent full and part-time pastors as the most important.

Approximately 55 per cent of ministers listed "unqualified commitment," "love for people," or "prayer and Bible study" as the secrets of an effective ministry.

While the average ($\bar{x}$) Church of the Brethren changes pastors every 4.47 years, approximately 68 per cent (one standard deviation) of all churches change pastors every 2.49 to 6.41 years.

Forty-eight churches in the Brotherhood had only one pastor during the past 20 years; 107 had only two pastors.

Forty-eight churches in the Brotherhood changed pastors from 5 to 16 times during the past 20 years.

Of the fourteen reasons listed by non-pastors as to "why they were not in full-time pastoral work," 35 per cent indicated either "interested in other work," "other work more satisfying and challenging," "feel unqualified because of lack of education," or "still a student" as the major reason.

3. Recommendations

In view of the far-reaching ramifications of this study, the writer of this dissertation is of the opinion that the most good would be achieved if both laymen and ministers independently study the report, independently draw their own conclusions, then synthesize their ideas and jointly draft a plan incorporating definite directives which the Church could adopt to strengthen its ministry. The organizational structure for carrying out such a plan is graphically portrayed on Plate VII-1. A more detailed plan is as follows:

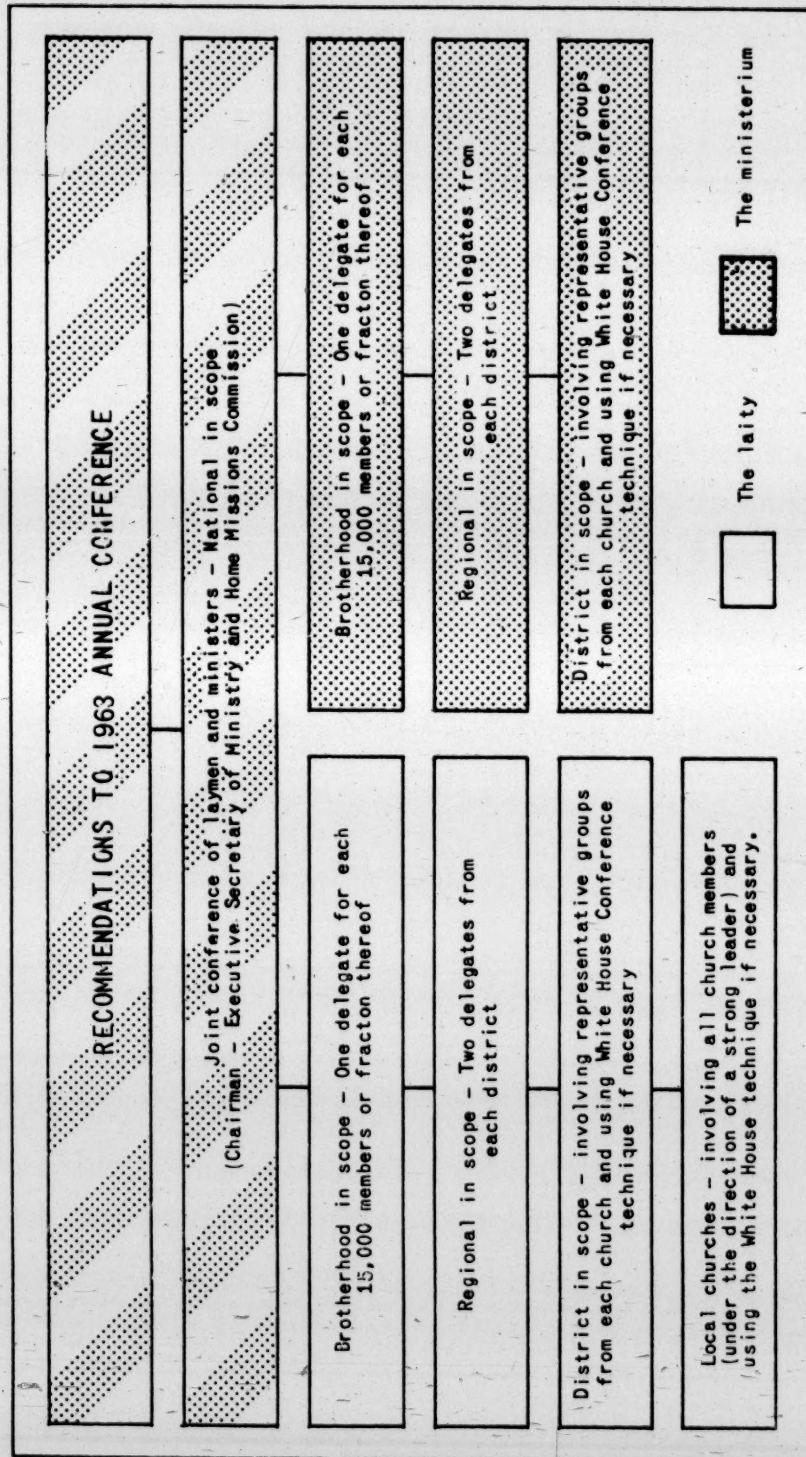
i. Procedures for the Lay Studies

1. That study groups composed of lay people be set up in each church to analyze the data of this report and to discover ways and means by which the ministry might be enhanced.

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PLATE VII-1

PLAN OF LAY AND MINISTERIAL INVOLVEMENT AND ORGANIZATIONAL STRUCTURE OF STUDY GROUPS TO
FURTHER INTERPRET DATA COMPILED IN THE MINISTER'S STUDY AND TO MAKE SPECIFIC
RECOMMENDATIONS TO THE 1963 ANNUAL CONFERENCE



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

2. That a district-wide study group be organized utilizing a representative group of those individuals who participated in the discussions on the local church level. In districts where large groups of people might be involved, the White House Conference method of division and elected representation should be followed.¹

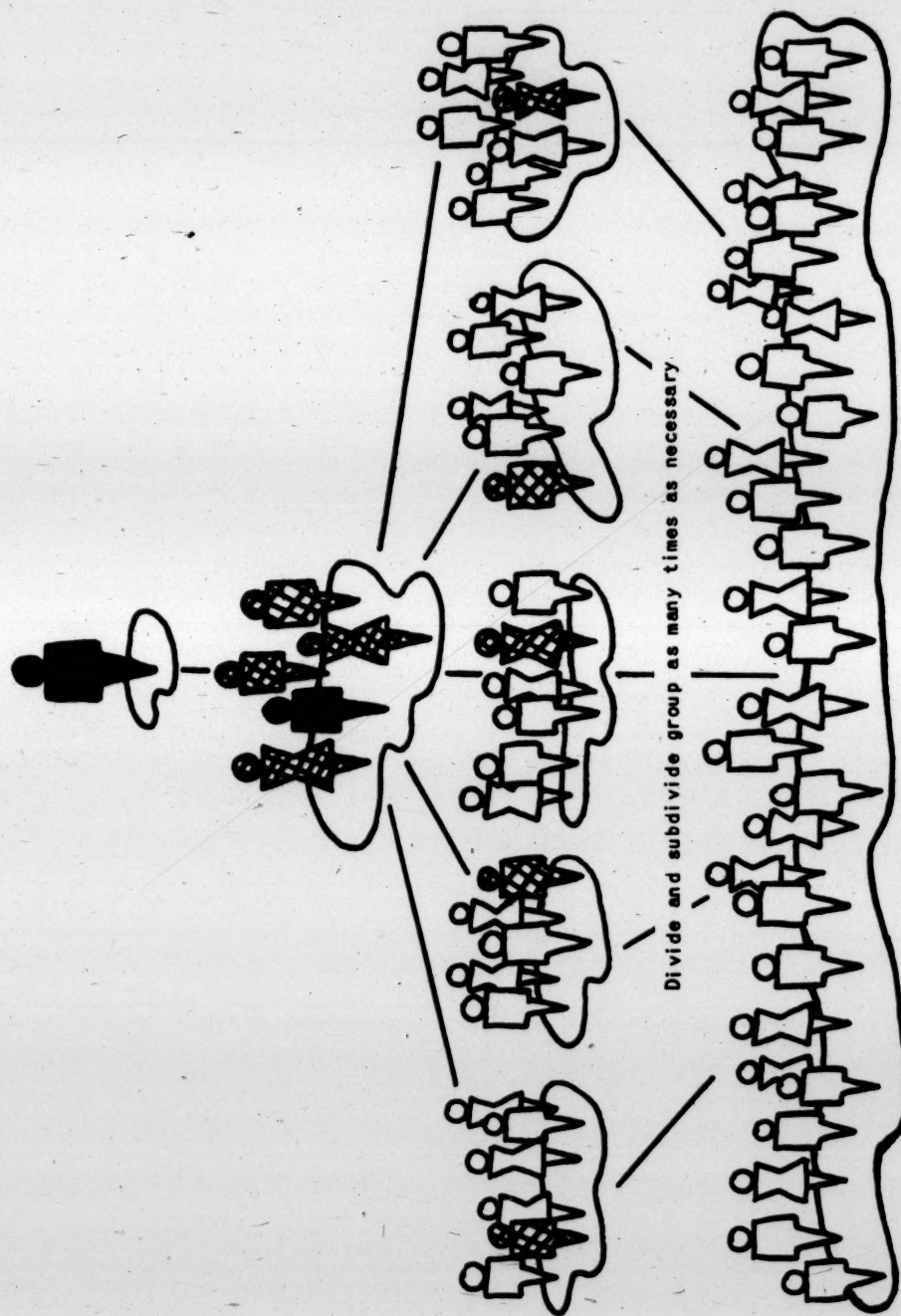
3. That two delegates from each district be elected at the district study group to continue the study on a regional level. This group, which will never include more than twenty-eight persons in any one district, should spend considerable time reviewing and discussing the total report as well as the ideas brought out at the district meetings. One delegate from each region for every 15,000 members or fraction thereof should be elected to represent his region on the national level. This national meeting should be scheduled previous to annual conference and previous to the joint meeting of the laity and ministerium discussed in 4 below.

ii. Procedures for the Ministerial Studies

The same procedures recommended in the lay studies should be followed with ministers on the district, regional, and Brotherhood level. All pastors and ministers should be encouraged to participate in the district meetings, using the White House Conference technique if the group

¹See Plate VII-2.

PLATE VII-2
WHITE HOUSE CONFERENCE TECHNIQUE OF DIVISION AND ELECTED REPRESENTATION



SOURCE: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

becomes too large. Regional study groups should be limited to two delegates from each district. Since one of the basic principles in the suggested procedure is wide representation, the study group should make certain that elected individuals represent a cross-section of the ministry.

iii. Joint Brotherhood Meetings

Thirty-two representatives, sixteen from the laity and sixteen from the ministerium (one representative for each 15,000 members or fraction thereof on the regional level) should meet in a joint session before annual conference to compare notes, synthesize ideas, and draw a plan incorporating definite directives which should be presented to annual conference for adoption and implementation. The executive secretary of the Ministry and Home Missions Commission should preside at this meeting. Members of the Ministry and Home Missions Commission should be invited to participate in the discussions.

iv. What this Procedure Does

1. Acquaints the "church body" with the basic problems facing the minister, his task, and the church.
2. Invites every church member to participate in problem-solving.

3. Involves the laymen in the decision-making process.
4. Broadens the decision-making body.
5. Synchronizes the opinions of the laymen with those of the minister.
6. Prepares the individual church member for "what is to come."
7. Produces "good feelings."

v. What the Process Will Require

1. The full-time services of a staff member for approximately one year.
2. Sufficient travel budget and living expenses for the above person when supervising regional meetings.
3. The printing and wide distribution of the final chapter of this dissertation, possibly with other excerpts.
4. Good organization and dynamic leadership.
5. Contributions of time and considerable expense for those participating on the national study level. In the case of individual hardships, the local church might be encouraged to send this person as a local delegate to annual meeting.

APPENDICES

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APPENDIX A

COPY OF LETTER USED TO FIND MATERIALS WHICH
WOULD BE HELPFUL IN PLANNING FOR THE STUDY

October 26, 1959

Dear _____:

At the present time I am involved in an intensive research study for my denomination on "the recruitment and conservation of the ministry giving particular reference to the attractions and deterrents with regard to the ministry and the causes of pastoral withdrawal." This official annual conference statement seems to lend itself to a three-dimensional inquiry: (a) What attracts an individual to the ministry? (b) What keeps him there? (c) What are the causes of withdrawal?

If this survey is to be inclusive it is imperative that I know what other denominations and church affiliated organizations have accomplished in this area. This letter, therefore, is one seeking information. I am interested in the names of books, magazine articles, pamphlets, and particularly questionnaires or instruments which deal with or might have been used in ministerial research projects. Perhaps you and your associates can be of help.

Your careful attention to this letter will be appreciated and will greatly contribute toward making this a successful research project. I shall be looking forward to receiving your reply.

Fraternally yours,

E. G. Carper
Survey Director

The above letter was sent to Directors of Departments of Research of Councils of Churches, Executive Secretaries of Councils of Churches, Denominational Headquarters and Church affiliated Organizations, District and Regional Executive Secretaries and a sampling of Pastors in the Church of the Brethren.

CHURCH OF THE BRETHREN

Annual Conference Study on

The Recruitment and Conservation of the Ministry

This questionnaire, prepared under the auspices of the Ministry and Home Missions Commission of the Church of the Brethren is primarily a research instrument designed to gather primary data for the Annual Conference study on the Recruitment and Conservation of the Ministry. The questionnaire should be completed immediately and returned, in a sealed envelope, to Church of the Brethren Survey, Church Surveys, School of Theology, Boston University, Boston 15, Mass.

No confidential information from this questionnaire will be used outside this survey. However certain objective data will be drawn from it for reference use.

Questions are to be answered by drawing a circle around the number which best expresses your opinion or fits your situation, or by writing a short, concise answer in the space provided.

IDENTIFICATION

- Name (Last Name) (First Name) (Middle Initial)
- Name of church in which you worship
- Location of church
 - State
 - Region
 - District
- Membership of church (according to listing in 1960 yearbook)
 - Under 100 members
 - 100 - 199
 - 200 - 299
 - 300 - 399
 - 400 - 499
 - 500 - 599
 - 600 - 699
 - 700 - 799
 - 800 and above

- Circle the number of the category which best describes your relationship to the ministry. (Circle one only — that which is most descriptive)

1 Student preparing for some phase of the Christian ministry. (Indicate field of interest)

2 Full time pastor

3 Part time pastor - supplement income by doing other work. (Indicate other work)

4 In the "free ministry" (Indicate occupation)

5 Once a pastor - now employed full-time in some other church related vocation (i.e., college or seminary teaching, inter-denominational work, district, regional or Brotherhood work)

(Indicate year you left pastorate)

(How many years were you a pastor?)

(What is your present occupation?)

6 Once a pastor - now engaged in activity not related to church work (i.e., farming, factory work, school teaching, etc.)

(How many years were you in the pastorate?)

(Indicate year you left pastorate)

(What is your present occupation?)

7 Never a pastor - now employed full-time in some church related vocation (i.e., teaching, inter-denominational work, district, regional or Brotherhood work)

(What is your present occupation?)

8 Never actively engaged in pastoral work (Indicate occupation)

9 Retired

10 Other (Indicate)

BACKGROUND

- Your present age
 - 19 or under
 - 20-24
 - 25-29
 - 30-34
 - 35-39
 - 40-44
 - 45-49
 - 50-54
 - 55-59
 - 60-64
 - 65-69
 - 70 and over
- Sex
 - Male
 - Female
- Marital Status
 - Single
 - Married
 - Widowed
 - Widowed and remarried
 - Separated
 - Divorced
 - Divorced and remarried
- Number of children
 - None
 - One
 - Two
 - Three
 - Four
 - Five
 - Six
 - Seven
 - Eight or more
- Total number of brothers and sister living and/or deceased.
 - None
 - 1-2
 - 3-4
 - 5-6
 - 7-8
 - 9-10
 - 11 or more
- In what state did you spend most of your youth (age 13 to 19)?

Indicate state

2

APPENDIX B QUESTIONNAIRE

- In what state did you live when you were licensed to the ministry?

Indicate state

Size of community in which you

- Lived during your youth (age 13 to 19)
 - Open country or village under 500
 - Rural town 500 - 2,499
 - Small city 2,500 - 9,999
 - City 10,000 - 49,999
 - Metropolitan Area 50,000 and over

- Number of immediate relatives—living and/or deceased—in the ministry. Include only grandfather, father, uncle, brother, son, brother-in-law, son-in-law (or corresponding females).
 - None
 - 1-3
 - 4-6
 - 7-9
 - 10-12
 - 13-15
 - 16 and above

Family church relationship and affiliation (name the denomination)

- Father's denomination before marriage
- Mother's denomination before marriage
- In what denomination were you reared?

List List List

- Father's occupation
- Estimate the frequency of your parents Sunday Morning church attendance during a typical year

20. Father

21. Mother

Not at all

1-4

5-12

13-24

25-35

36-45

46 or more

Estimate the interest and participation of your parents in the life of the church during your youth (age 13 to 19)

22. Mother
23. Father

1 Extremely interested and active—participated in many church activities and served on many church committees

2 Generally interested and active—participated in some church activities and served on some church committees

3 Neither particularly interested and active—occasionally participated in a few church activities and served on a few church committees

4 Generally uninterested and inactive—seldom participated in church activities and seldom served on church committees

5 Extremely uninterested and inactive—never participated in church activities and never served on church committees

6 Other

3

Characterize your attitude during childhood and youth with regard to church

- 24 With regard to childhood (age 6 to 12) 25. With regard to youth (age 13 to 19)
- 1 Enjoyed church, attended regularly
 - 2 Enjoyed church, attended irregularly
 - 3 Didn't enjoy church, attended regularly
 - 4 Didn't enjoy church, attended irregularly
 - 5 Did not attend church
 - 6 Other

EDUCATION

26. Circle highest category attained (circle only one)
- 1 Attended grade school but did not graduate
 - 2 Graduated from grade school
 - 3 Attended high school but did not graduate
 - 4 Graduated from high school
 - 5 Attended college or university but did not graduate
 - 6 Graduated from college or university with a bachelor's degree or equivalent
 - 7 Attended seminary but did not graduate
 - 8 Graduated from seminary

After circling one of the above categories list any additional graduate study

Questions 27 to 29 are to be answered by college, Bible school and seminary graduates only.

27. I graduated from
- 1 A Brethren college
 - 2 A non-Brethren, but church affiliated Bible school, college or university
 - 3 Bethany Bible Training School
 - 4 A non-denominational Bible school
 - 5 A secular college or university

- 28 The college or university I graduated from with a liberal arts degree is
- 1 Bridgewater
 - 2 Elizabethtown
 - 3 Juniata
 - 4 Leavenworth
 - 5 Manchester
 - 6 McPherson
 - 7 Other

29. The seminary I graduated from with a B. D. degree (or equivalent) is

- 1 Bethany Biblical Seminary
- 2 A non-denominational or inter-denominational seminary (List)
- 3 A denominational seminary other than Brethren (List)
- 4 Other

30. Year of college or university graduation (liberal arts degree only)
- 1 1955-1959
 - 2 1950-1954
 - 3 1945-1949
 - 4 1940-1944
 - 5 1935-1939
 - 6 1930-1934
 - 7 1925-1929
 - 8 1920-1924
 - 9 Before 1920

36. The church
- | Before | Now |
|--------|-----|
| 1 | 1 |
| 2 | 2 |
| 3 | 3 |
| 4 | 4 |

- Is separate from the world and maintains non-conformity to the world
- Should not work directly to change society; rather it is the purpose of the church to convert persons to Christ
- Participates in society, but always remembers that it must obey God above men
- Expresses the religious element in man and is concerned primarily about worship

32. Extracurricular school activities (choose the one in which you were most active)
- 1 None
 - 2 Debating or public speaking
 - 3 Dramatics
 - 4 Sports
 - 5 School paper, annual or publication
 - 6 Student government
 - 7 Music
 - 8 Other

37. Indicate your feelings on each of the following statements concerning the love feast and communion service by writing in the desired number. Use the following scale: (1) Strongly agree, (2) Agree, (3) Undecided, (4) Disagree, (5) Strongly disagree
- Before Now

- The common cup may be replaced by individual communion cups
- Only the bread and cup may be added as an additional service twice a year
- The footwashing service may be dropped by individual churches
- Participation in the Brethren love feast and communion should be limited to Brethren

38. Indicate relationship between present religious beliefs as compared to those you held when you decided to go into the ministry
- 1 My beliefs have remained the same
 - 2 My beliefs have changed slightly
 - 3 My beliefs have changed considerably
 - 4 My beliefs have changed radically

BRETHREN DOCTRINE

Questions 34 to 38 are to be answered twice. Use the left column (labeled "Before") to indicate your belief when you decided to go into the ministry and the right column (labeled "Now") to indicate your present belief.

34. If the United States should be involved in a war, I believe Brethren should

- | Before | Now |
|---|-----|
| 1 Not wait to be drafted but should volunteer for the armed forces | 1 |
| 2 Join the armed forces if drafted | 2 |
| 3 Refuse combatant service but accept some form of non-combatant military service | 3 |
| 4 Refuse any form of military service but accept alternative service | 4 |
| 5 Refuse to register for the draft | 5 |

35. Members of other denominations who wish to unite with the Church of the Brethren should be

- | Before | Now |
|---|-----|
| 1 Received into membership only through rebaptism by true immersion | 1 |
| 2 Received into membership by letter if they have been previously immersed | 2 |
| 3 Received into membership by letter if they have been previously baptized as an adult regardless of mode | 3 |
| 4 Received into membership by letter regardless of previous mode of baptism | 4 |

MINISTERIAL RECORD

39. Ministerial Standing

- 1 Licensed
- 2 Ordained
- 3 Elder
- 4 Permanently licensed

40. How many sermons did you preach last year?
41. On the average how many nights a week does your total employment take you away from your family?

- | | |
|--------------|-------------|
| 1 None | 1 None |
| 2 1-9 | 2 One night |
| 3 10-19 | 3 Two |
| 4 20-29 | 4 Three |
| 5 30-39 | 5 Four |
| 6 40-49 | 6 Five |
| 7 50-59 | 7 Six |
| 8 60-69 | |
| 9 70 or more | |

57. Yearly rental value of the *parsonage*, or your home or allowance for same.

- 1 Under \$300.00
- 2 \$300.00 — \$399.00
- 3 \$400.00 — \$499.00
- 4 \$500.00 — \$599.00
- 5 \$600.00 — \$699.00
- 6 \$700.00 — \$799.00
- 7 \$800.00 — \$899.00
- 8 \$900.00 — \$999.00
- 9 \$1,000.00 and above

58. Exclusive of time for preaching missions, my church or employing agency provides

- 1 No vacation with pay
- 2 One week vacation with pay
- 3 Two weeks vacation with pay
- 4 Three weeks vacation with pay
- 5 Four weeks vacation with pay
- 6 Five weeks vacation with pay
- 7 Six weeks vacation with pay
- 8 Seven or more weeks vacation with pay
- 9 Other

59. My church or employing agency provides the following annual travel allowance. Indicate total allowance if paid by the mile.

- 1 None
- 2 Under \$150.00
- 3 \$150.00 — \$299.00
- 4 \$300.00 — \$499.00
- 5 \$500.00 — \$599.00
- 6 \$600.00 — \$749.00
- 7 \$750.00 — \$899.00
- 8 \$900.00 — \$1,049.00
- 9 \$1,050.00 or more

61. All other allowances (Electric, gas, fuel, etc.)

- 1 None
- 2 Under \$100.00
- 3 \$100.00 — \$199.00
- 4 \$200.00 — \$299.00
- 5 \$300.00 — \$399.00
- 6 \$400.00 — \$499.00
- 7 \$500.00 — \$599.00
- 8 \$600.00 — \$699.00
- 9 \$700.00 or more

Does church or employing agency provide expenses to

62. Annual Conference 63. Regional and District Conference

- 1 Yes
- 2 No
- 3 Partly
- 4 Other

64. Secretarial assistance

- 1 Church or employing agency provides adequate secretarial assistance.
- 2 I need secretarial assistance but church or employing agency does not make adequate provisions for this service.
- 3 I need secretarial assistance but church or employing agency makes no provisions for this service.
- 4 I do not need secretarial assistance.

10

Questions 65 and 66 deal specifically with salary. Please read over questions before answering them. If you are not a pastor apply the questions to your present occupation or situation.

65. Salary received only from parsonage, and/or for administering other pastoral services

- 1 None
- 2 Under \$1,000.00
- 3 \$1,000.00 — \$1,999.00
- 4 \$2,000.00 — \$2,999.00
- 5 \$3,000.00 — \$3,999.00
- 6 \$4,000.00 — \$4,999.00
- 7 \$5,000.00 — \$5,999.00
- 8 \$6,000.00 — \$6,999.00
- 9 \$7,000.00 — \$7,999.00
- 10 \$8,000.00 — \$8,999.00
- 11 \$9,000.00 — \$9,999.00
- 12 \$10,000.00 and above

68. Does your church have the financial resources to adequately support a minister and carry out a good program?

- 1 Yes—without question
- 2 Yes—if they would put themselves to it
- 3 Questionable
- 4 No

69. Does your wife work outside the home?

- 1 Yes—full-time
- 2 Yes—part-time
- 3 No

70. My wife works full-time or part-time outside the home primarily (circle one only)

- 1 To balance the family budget
- 2 To provide "extras" not possible otherwise
- 3 To escape from the stereotype of the minister's wife education
- 4 To save toward future expenses, including children's education
- 5 For her own personal satisfaction
- 6 To get out of the house occasionally
- 7 Because she would be "worked to death" on church work, anyway
- 8 Other

CONCERNING RECRUITMENT FOR THE MINISTRY

How many young men do you have in your congregation who seem to have the qualifications for becoming good pastors?

71. Of Junior High 72. Of High School 73. Of College age

- 1 None
- 2 One person
- 3 Two
- 4 Three
- 5 Four
- 6 Five
- 7 Six
- 8 Seven
- 9 Eight or more

11

74. Circle the number which best describes the attitude of the adults in your church toward youth

- 1 Very much interested in and uncritical toward
- 2 Generally interested in and uncritical toward
- 3 Neither particularly interested in nor oppressive toward
- 4 Generally uninterested in and critical toward
- 5 Very much uninterested in and critical toward

75. Brethren colleges should

- 1 Be held responsible to the Brotherhood for recruiting candidates for the ministry
- 2 Not be held responsible (but being a Brethren institution) it should be expected to recruit candidates for the ministry
- 3 Be interested in and offer special counseling for candidates for the ministry
- 4 Not assume any special role in recruiting candidates for the ministry
- 5 Should give equal emphasis to recruiting candidates for both religious and secular vocations
- 6 Have no responsibility in recruiting candidates for the ministry

76. What in your opinion is the most powerful influence at work in guiding young men into the ministry? (circle one only)

- 1 Influence of a vital church program in the life of an individual
- 2 A consecrated and effective pastor at work
- 3 The example and guidance of good Christian parents
- 4 A definite call of God
- 5 Challenging opportunities for service available for candidates after training and education is completed
- 6 Men being called into the ministry by the church

77. The greatest obstacle to recruitment for the ministry is (circle one only)

- 1 No vital recruitment program
- 2 Training period is too long and expensive
- 3 Opposition of parents
- 4 Little opportunity for advancement in the pastorate
- 5 The "glass house life" of a minister—always on exhibit
- 6 That youth question the validity or contribution of the ministry
- 7 The great appeal of other professions
- 8 The inconsistency of many church members
- 9 Other

12

CALL TO THE MINISTRY

How old were you when you

78. Joined the church
79. First thought about the possibility of becoming a minister
80. Gave approval to ordination
- Under 9 years
 - 10-14
 - 15-19
 - 20-24
 - 25-29
 - 30-34
 - 35-39
 - 40 and over
- 1
 - 2
 - 3
 - 4
 - 5
 - 6
 - 7
 - 8

What person first led (81), most encouraged (82), discouraged (83) your decision for the ministry?

81. First led
82. Most encouraged
83. Discouraged
- Father
 - Mother
 - Both parents
 - Sunday School teacher
 - Your pastor
 - Missionary
 - College pastor
 - Some other
 - Cherished person
 - Camp leader
 - College teacher
 - Other
- 1
 - 2
 - 3
 - 4
 - 5
 - 6
 - 7
 - 8
 - 9
 - 10
 - 11

84. Which of the following most influenced your decision for the ministry? Circle only one.

- Youth institute or camp
 - Evangelistic meetings
 - A personal crisis
 - Devotions and study of the Bible
 - Reading of books, pamphlets, etc.
 - Some college group
 - Normal worship
 - The call of the church
 - Sermons
 - Other
- 1
 - 2
 - 3
 - 4
 - 5
 - 6
 - 7
 - 8
 - 9
 - 10

85. Approximately how long a period of "inner struggle" did you experience before making a decision to become a minister?

- There was no "inner struggle"
 - A few days or weeks
 - A few months
 - 1-2 years
 - 3-4 years
 - 5-6 years
 - 7-8 years
 - 9 years or more
 - It is a continuous struggle
 - Other
- 1
 - 2
 - 3
 - 4
 - 5
 - 6
 - 7
 - 8
 - 9
 - 10

86. Indicate most important reason for reluctance (if any) in making decision (circle one only)

- Sense of unworthiness
 - Interest in other vocations
 - Financial problems
 - Uncertain of valid call
 - Doubts regarding faith
 - Period of preparation too long
 - Consideration of parents, wife and family
 - To be a minister is serious business
 - Other
- 1
 - 2
 - 3
 - 4
 - 5
 - 6
 - 7
 - 8
 - 9

As you remember them now, what were your major motivations in accepting the ministry at the time you decided to enter the ministry? Use the first column, (labeled first priority) to indicate your major motivation. If a second reason was of great importance indicate so by circling the proper number in the second column (labeled second priority)

87. First priority
88. Second priority
- People encouraged me and seemed to think of me as the kind of person who would be a good minister
 - I recognized the Church's need for a dedicated ministry based on sound Christian scholarship
 - I had a feeling of unrest and dissatisfaction with myself until I decided for the ministry
 - I knew how much people needed the love and mutual concern found in the fellowship of the church
 - I had a desire to witness to others about Christ and the eternal life He offers
 - To me the ministry seemed to afford an opportunity for creative action in social issues and social reforms
 - I liked people and I liked to help them—the fact that I would be ministering to people appealed to me
 - I regarded the ministry as the most significant vocation—I could ask no greater privilege than to belong to it
 - I felt my interests and abilities were well suited to the ministry
- 1
 - 2
 - 3
 - 4
 - 5
 - 6
 - 7
 - 8
 - 9

If your motivations for remaining in the ministry have changed since the time you decided to enter the ministry, indicate the change (using the same scale as in question 87 and 88) by circling the proper number.

89. First priority
90. Second priority
91. When I went into the ministry I was
- Absolutely sure that it was a call from God
 - Sure that it was a call from God
 - Undecided whether or not it was a call from God
 - Sure that it was not a call from God
 - Absolutely sure that it was not a call from God
- 1
 - 2
 - 3
 - 4
 - 5
92. I am now
- 1
 - 2
 - 3
 - 4
 - 5

TOWARDS A MORE EFFECTIVE MINISTRY

Did you take a personality (93) or vocational test (94) before entering the ministry?

93. Personality test
94. Vocational test
- Yes
 - No
 - Yes
 - No

Ministerial candidates should submit to personality and vocational tests before entering the ministry (95) and should be examined by an examining committee before being ordained (96)

95. Should submit to personality and vocational tests before being ordained
96. Should be examined by an examining committee before being ordained
- Definitely agree
 - Agree
 - Undecided
 - Disagree
 - Definitely disagree
- 1
 - 2
 - 3
 - 4
 - 5

97. Across the years of my ministry, I have found being a minister
- Very satisfying and fulfilling
 - Generally satisfying and fulfilling
 - Neither particularly satisfying nor particularly frustrating
 - Generally frustrating and confining
 - Very frustrating and confining
- 1
 - 2
 - 3
 - 4
 - 5

98. Of the minister I know most intimately his wife is
- A great help to him
 - Of some assistance
 - Neither a particular help nor handicap
 - Of some handicap
 - A great handicap
- 1
 - 2
 - 3
 - 4
 - 5

99. Church members regard the patronage as primarily (circle one only)

- 1 Our home with our privacy respected
- 2 Our home, but open to church activities
- 3 Church property, to be cared for by them, as well as used by them
- 4 Other

100. With regard to my ministry

- 1 I am very happy that I became a minister
- 2 I am generally happy that I became a minister
- 3 It hasn't made too much difference that I became a minister
- 4 I am generally sorry that I became a minister
- 5 I am very sorry that I became a minister

101. I have found that the congregation I am now serving (or the last congregation you served, if no longer in the pastorate) to be

- 1 Very fair and understanding
- 2 Generally fair and understanding
- 3 Neither particularly fair nor oppressive
- 4 Generally unfair and without understanding
- 5 Very unfair and lacking in understanding

102. Pastoral placements should be

- 1 Appointments made by a district or regional secretary or committee
- 2 Appointments made by a district or regional board
- 3 Made with the suggestions and help of a district or regional secretary but subject to the approval of a district or regional board
- 4 Left in the hands of individual churches and pastors but subject to the approval of a district or regional board
- 5 A decision made between church and pastor with the suggestions and help of a district or regional secretary
- 6 Left entirely in the hands of the church and the minister
- 7 Other

103. Describe in a few words each of the following:

- 1 The most significant change you would make, if you were starting over again in the ministry

2 The most difficult aspect of your ministry

3 The secret of an effective ministry

4 Why you remain in the pastoral ministry (to be answered only if you are presently active in the pastoral ministry)

5 Why you are not in full-time pastoral work (to be answered only if you are not actively engaged in pastoral work)

104. If a challenging pastoral situation were offered to you would you consider the pastoral ministry? (to be answered by those not in the pastoral ministry)

- 1 Yes
- 2 No
- 3 Would give it some consideration
- 4 Would give it serious consideration
- 5 Other

105. When I need counseling I go to (circle one only—that which is most descriptive)

- 1 A district secretary
- 2 A regional secretary
- 3 An Elder or Moderator of a church
- 4 An experienced minister in whom I have confidence (other than a district or regional secretary)
- 5 A respected layman in the church
- 6 There is no one to whom I can go
- 7 I never need counseling
- 8 Other

106. Educational standards for ordination (circle only one)

- 1 The church should demand of all those who would be ordained a four year course in college plus a three year seminary course
- 2 The church should maintain rigid educational standards but in the cases of a few extra-ordinarily gifted individuals the educational requirements may be waived with the consent of three-fourths of the members of the Elder's body
- 3 The church should maintain rigid educational standards but should prescribe a carefully prepared course of instructions for those who feel a call to the ministry but who, because of circumstances, cannot fulfill the educational requirements
- 4 The educational requirements for ordination should be left in the hands of the individual church
- 5 Educational attainments should not be a criterion for ordination

107. Do you feel that you are adequately prepared to handle most situations that arise in the pastorate?

- 1 Yes
- 2 No
- 3 Something to be desired
- 4 Other

108. Regarding the comforts of life—ministers (circle only one)

- 1 Should expect to have the same privileges and material comforts as those in similar professions
- 2 Should live higher than most of his parishioners
- 3 Should live on the same level as the average member of his parish
- 4 Should receive enough to enable him to care adequately for his family and to carry out his parish work
- 5 By the very nature of his work, the minister should be expected to make great sacrifices
- 6 Should not receive a salary for church work for he will be tempted to "water down" the gospel to suit the people who support him
- 7 Should not give salary, housing, and the comforts of life a second thought—the Lord will provide

109. In what areas of parish work (if any) do you feel inadequate?

- 1 Preaching
- 2 Visitation
- 3 Church organization and administration
- 4 Counseling
- 5 Christian Education
- 6 Youth work
- 7 Children's work
- 8 I do not feel inadequate in any area
- 9 Other

110. How many times has your church changed pastoral leadership during the past 20 years. To be answered only by pastors.

- 1 None
- 2 1-2 times
- 3 3-4
- 4 5-6
- 5 7-8
- 6 9-10
- 7 11-12
- 8 13-14
- 9 15 or more times

111. Circle all of the committees and/or boards (or equivalents) in your church.

- 1 Official board and/or administrative committee
- 2 Evangelism
- 3 Finance
- 4 Christian Education
- 5 Trustees
- 6 Nominations
- 7 Deacons and deaconess
- 8 Music
- 9 Missions
- 10 Ministerial
- 11 Social Action
- 12 Other

112. Indicate provisions made for and conditions of items listed in the following suggestions by circling the proper number.

Name of piece of equipment	Not provided by church	If provided—indicate condition		
		Excellent	Good	Fair
Pastor's study	0	1	2	3
Typewriter	0	1	2	3
Message book	0	1	2	3
Filing cabinet	0	1	2	3
Book shelves	0	1	2	3
Storage cabinets	0	1	2	3
Desk & chair	0	1	2	3
Office chairs	0	1	2	3

113. Evaluate the condition of your church building in regard to the three areas of church work

Facilities	Indicate condition of		
	Excellent	Good	Fair
Worship	1	2	3
Fellowship	1	2	3
Education	1	2	3

114. In a few words
- 1 List the greatest joy and satisfaction of your ministry
 - 2 List the condition in church life and program that you find most frustrating and discouraging
 - 3 List the condition in church life and program that you find most challenging and encouraging

CAUSES OF PASTORAL WITHDRAWAL

115. Following is a list of possible reasons why ministers leave the pastorate. To the right of each statement is a five-point rating scale. Indicate the importance you attach to each statement by rating the statement in numerical terms—from (1) not important to (5) very important.

- | | Not Important | 1 | 2 | 3 | 4 | 5 | Very Important |
|---|---------------|---|---|---|---|---|----------------|
| A. The minister himself | | | | | | | |
| 1. Lack of adequate training | | 1 | 2 | 3 | 4 | 5 | |
| 2. Unable to learn and grow through mistakes | | 1 | 2 | 3 | 4 | 5 | |
| 3. Lack of native ability and basic qualifications | | 1 | 2 | 3 | 4 | 5 | |
| 4. Difficulty in getting along with people | | 1 | 2 | 3 | 4 | 5 | |
| 5. Unsusited socially | | 1 | 2 | 3 | 4 | 5 | |
| 6. Poor health of minister, his wife or member of immediate family | | 1 | 2 | 3 | 4 | 5 | |
| 7. Work more demanding and difficult than expected | | 1 | 2 | 3 | 4 | 5 | |
| 8. Inability to take criticism even when it is constructive | | 1 | 2 | 3 | 4 | 5 | |
| 9. Unable to resolve theological uncertainties | | 1 | 2 | 3 | 4 | 5 | |
| 10. Expects too much too soon | | 1 | 2 | 3 | 4 | 5 | |
| B. The churches—congregational pressures on the minister | | | | | | | |
| 1. Disgust with pettiness within church | | 1 | 2 | 3 | 4 | 5 | |
| 2. Slow response of church to spiritual stimuli and unwillingness to change | | 1 | 2 | 3 | 4 | 5 | |
| 3. Churches too "picky" and hard to please | | 1 | 2 | 3 | 4 | 5 | |
| 4. Church expects too much of the pastor's wife | | 1 | 2 | 3 | 4 | 5 | |
| 5. Local ministerial committee ineffectual and not on the job | | 1 | 2 | 3 | 4 | 5 | |
| 6. Criticism and lack of appreciation on the part of those one is trying to serve | | 1 | 2 | 3 | 4 | 5 | |
| 7. Disillusionment over the commitment and attitudes of Christians toward their church, their religion and minister | | 1 | 2 | 3 | 4 | 5 | |
| 8. Failure of church people to accept and carry out responsibilities in church committee work | | 1 | 2 | 3 | 4 | 5 | |

- | | Not Important | 1 | 2 | 3 | 4 | 5 | Very Important |
|--|---------------|---|---|---|---|---|----------------|
| 9. Lack of basic tools with which to work (i.e., church equipment, etc.) | | 1 | 2 | 3 | 4 | 5 | |
| 10. Inability to get away from the tensions, pressures and demands of people | | 1 | 2 | 3 | 4 | 5 | |
| C. Other pressures | | | | | | | |
| 1. The great appeal of other professions accompanied with high salaries, enjoyable working conditions, and the possibility of professional advancement | | 1 | 2 | 3 | 4 | 5 | |
| 2. The discovery that one's talents are better suited to another type of work | | 1 | 2 | 3 | 4 | 5 | |
| 3. Inadequate housing | | 1 | 2 | 3 | 4 | 5 | |
| 4. Lack of care in counseling by placement personnel | | 1 | 2 | 3 | 4 | 5 | |
| 5. A wife who is not congenial or adaptable to the job of being a pastor's wife | | 1 | 2 | 3 | 4 | 5 | |
| 6. Salary insufficient to care for family and professional needs | | 1 | 2 | 3 | 4 | 5 | |

116. Indicate your feelings on the following statements by writing in the desired number after each item. Use the following scale: (1) Definitely agree, (2) Agree, (3) Undecided, (4) Disagree, (5) Definitely disagree

1. An individual should not accept ordination unless he is sure that it is the call of God.
2. The church should furnish the parsonage with good furniture
3. Church school literature should be more Bible-centered
4. If it were financially possible I would welcome an opportunity to attend summer school
5. A Brethren minister enjoys a great deal of freedom in interpreting the Scriptures and would not be frowned upon if his beliefs were different from the traditional viewpoints of the church
6. Too much of my time is spent doing the menial tasks of the church
7. There is little opportunity for professional advancement in the Brethren pastorate
8. There should be more emphasis on evangelism and church extension in the denomination
9. The district executive secretary is a great help to me
10. There are a few people in my church who pretty much run things
11. Elgin's pulpit program too much
12. There should be more emphasis on Brethren Service in the denomination
13. Small churches in the denomination should strongly consider joint charities
14. Our denomination should not belong to the National and World Councils of Churches
15. Churches do not make the best use of the "free ministry"

Thank you for your courtesy and assistance in completing this questionnaire.

APPENDIX C

TABLES

TABLE II-1

THE DISTRIBUTION OF 1065 CHURCHES AND MEMBERS OF
THE CHURCH OF THE BRETHREN IN THE U.S.A.
BY NUMBER, PER CENT, AND AVERAGE
NUMBER PER STATE

States	Churches			Members	
	Total 1065	Per Cent 100	Mean x 188	Total 199,768	Per Cent 100
Alabama	4	.38	53	212	.11
Arizona	4	.38	118	470	.23
Arkansas	1	.04	38	38	.02
California	35	3.29	250	8,750	4.38
Carolina, N.	27	2.54	83	2,246	1.12
Carolina, S.	2	.19	45	90	.05
Colorado	11	1.03	170	1,871	.94
Dakota, N.	6	.57	57	339	.17
Dakota, S.	1	.09	7	7	.01
Delaware	2	.19	178	355	.18
Florida	13	1.22	97	1,262	.63
Idaho	9	.85	147	1,322	.66
Illinois	46	4.32	179	8,247	4.13
Indiana	110	10.33	176	19,339	9.68
Iowa	37	3.47	128	4,737	2.37
Kansas	43	4.04	126	5,420	2.70
Kentucky	5	.47	69	345	.17
Louisiana	2	.19	76	152	.08
Maryland	51	4.79	222	11,298	5.65
Michigan	27	2.54	121	3,276	1.64
Minnesota	6	.56	95	571	.29
Missouri	24	2.26	85	2,039	1.02
Montana	3	.28	20	61	.03
Nebraska	10	.94	81	814	.41
New Jersey	1	.09	221	221	.11
New Mexico	2	.19	76	152	.08
New York	3	.28	110	331	.17
Ohio	112	10.52	198	22,201	11.11
Oklahoma	10	.94	90	901	.46
Oregon	9	.85	109	977	.49
Pennsylvania	210	19.72	257	54,021	27.04
Tennessee	28	2.63	74	2,067	1.03
Texas	3	.28	101	304	.15
Virginia	131	12.30	241	31,601	15.82
Virginia, W.	54	5.08	174	9,420	4.72
Washington	15	1.41	196	2,944	1.47
Washington, D.C.	1	.09	836	836	.42
Wisconsin	7	.66	76	531	.26

Source: Yearbook, Church of the Brethren, 1959.

TABLE III-1

AGE OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Age Classes	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
Under 19	14	10	1	-	-	1	-	1	1	-	-
20-24	87	60	6	7	1	2	1	4	2	-	4
25-29	127	27	67	12	5	3	2	6	2	-	3
30-34	145	11	72	16	5	14	11	5	8	-	3
35-39	163	2	85	16	14	22	13	4	6	-	1
40-44	171	2	84	26	17	16	18	1	4	-	3
45-49	174	-	59	33	27	28	11	3	11	-	2
50-54	126	-	45	16	27	12	20	-	5	-	1
50-59	116	-	39	12	19	21	11	2	8	1	3
60-64	147	-	45	20	25	10	22	3	13	5	4
65-69	125	-	24	12	15	7	10	4	3	49	1
70-+	238	-	12	5	12	3	8	2	4	190	2
No Report	20	-	13	2	-	-	-	2	-	3	-

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) "A" Minister (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-2

SEX OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Classification of Pastors and Ministers	Total 1653	Sex	
		Male 1622	Female 31
Student	112	112	-
Full-Time	552	550	2
Part-Time	177	175	2
Free	167	164	3
Withdraw "A"	139	136	3
Withdraw "B"	127	126	1
Church Related	37	37	-
Secular	67	58	9
Retired	248	243	5
Other	27	21	6

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-3
MARITAL STATUS OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Marital Status	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
Single	68	41	7	6	5	1	1	1	1	3	2
Married	1406	67	515	158	145	127	114	33	59	166	22
Widowed	36	-	1	3	2	1	1	-	2	26	-
Widowed and remarried	49	-	8	1	8	1	2	2	1	25	1
Separated	2	-	-	-	-	-	2	-	-	-	-
Divorced	1	-	1	-	-	-	-	-	-	-	-
Divorced and remarried	4	-	1	1	-	-	1	-	-	1	-
No Report	87	4	20	7	7	9	6	1	4	27	2

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-4

NUMBER OF CHILDREN OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Number of Children	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Children	1653	112	552	177	167	139	127	37	67	248	27
None	188	70	35	17	14	8	5	6	7	13	13
One	184	15	69	19	12	11	16	9	7	25	1
Two	380	10	148	39	40	42	32	8	21	38	2
Three	406	8	165	37	34	43	43	6	18	48	4
Four	227	1	84	28	29	17	17	4	8	37	2
Five	116	-	31	20	15	9	5	2	4	27	3
Six	54	-	11	6	10	3	4	1	2	16	1
Seven	23	-	2	3	7	1	1	-	-	9	-
Eight or more	29	-	4	6	5	-	-	1	-	12	1
No Report	46	8	3	2	1	5	4	-	-	23	-

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-5
COMPARISON OF NUMBER OF CHILDREN OF 1653 PASTORS AND MINISTERS
WITH THE SIZE OF FAMILY IN WHICH THEY WERE REARED
BY NUMBER AND PER CENT

Number of Children in Family	In Family Reared		In Own Family	
	Number Total 1653	100 Per Cent	Number Total 1653	100 Per Cent
None	68	4.1	188	11.4
1 - 2	411	24.9	564	34.1
3 - 4	424	25.6	633	38.3
5 - 6	292	17.7	170	10.3
7 or more	370	22.4	52	3.1
No Report	88	5.3	46	2.8

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-6

NUMBER OF BROTHERS AND SISTERS OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Number of Brothers and Sisters	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
None	68	10	15	5	6	5	5	4	5	10	3
1 - 2	411	50	144	35	25	43	32	12	16	44	10
3 - 4	424	30	148	54	43	37	31	9	23	44	5
5 - 6	292	10	102	35	35	27	25	6	5	45	2
7 - 8	175	5	58	23	18	12	12	1	6	36	4
9 - 10	121	4	35	13	19	5	9	1	10	25	-
11 or more	74	3	26	6	12	5	4	2	2	13	1
No Report	88	-	24	6	9	5	9	2	-	31	2

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-7

THE STATES WHERE 1653 PASTORS AND MINISTERS LIVED DURING YOUTH,
BY NUMBER PER STATE, AND NUMBER AND RANK ORDER
BY CHURCH AND MEMBERSHIP

State	Number of Pastors Total 1653	Churches		Membership	
		Number per Church	Rank Order	Number per Church	Rank Order
Alabama	3	1.33	23	70	8
Arizona	2	2.00	25	235	30
Arkansas	1	1.00	16	470	33
California	35	1.00	17	250	31
Carolina N.	10	2.70	29	224	29
Carolina S.	1	2.00	26	45	5
Colorado	9	1.22	22	207	28
Dakota N.	11	5.40	30	30	1
Dakota S.	2	2.00	27	35	3
Delaware	-	-	-	-	-
Florida	2	6.50	33	631	34
Idaho	8	1.12	20	165	23
Illinois	74	.62	7	111	14
Indiana	159	.69	10	121	17
Iowa	62	.59	5	76	10
New Jersey	-	-	-	-	-
Kansas	68	.63	9	79	11
Kentucky	8	.62	8	43	4
Louisiana	1	.20	1	152	21
Maryland	83	.61	6	136	19
Michigan	30	.90	15	109	12
Minnesota	8	.75	11	409	32
Missouri	28	.85	12	72	9
Montana	-	-	-	-	-
Nebraska	25	.40	3	32	2
New Mexico	-	-	-	-	-
New York	2	1.50	24	165	24
Ohio	187	5.9	31	118	15
Oklahoma	14	7.1	34	64	6
Oregon	8	1.12	21	122	18
Pennsylvania	452	.46	4	119	16
Tennessee	14	2.00	28	147	20
Texas	3	1.00	18	101	13
Virginia	202	6.4	32	156	22
Virginia, W.	54	1.00	19	174	27
Washington	17	.88	14	173	26
Washington, D.C.	5	.20	2	167	25
Wisconsin	8	.87	13	66	7
Other	8				
No Report	49				

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-8

THE STATES WHERE 722 FULL AND PART-TIME PASTORS LIVED DURING YOUTH,
BY NUMBER PER STATE, AND NUMBER AND RANK ORDER
BY CHURCH AND MEMBERSHIP

State	Number of Pastors Total 722	Churches		Membership	
		Number per Church	Rank Order	Number per Church	Rank Order
Alabama	2	2	18	106	5
Arizona	-	-	-	-	-
Arkansas	1	1	1	38	1
California	13	2.69	24	673	27
Carolina, N.	7	3.85	27	83	2
Carolina, S.	1	2.00	20	90	3
Colorado	4	2.75	25	467	25
Dakota, N.	3	2.00	19	113	7
Dakota, S.	-	-	-	-	-
Delaware	-	-	-	-	-
Florida	1	.10	29	1,262	30
Idaho	7	1.28	8	188	13
Illinois	35	1.31	9	235	15
Indiana	73	1.50	14	264	17
Iowa	32	1.15	4	148	10
New Jersey	-	-	-	-	-
Kansas	25	1.72	16	216	14
Kentucky	1	5.00	28	345	23
Louisiana	-	-	-	-	-
Maryland	41	1.24	6	275	18
Michigan	11	2.45	23	297	21
Minnesota	5	1.20	5	114	8
Missouri	13	1.84	17	136	11
Montana	-	-	-	-	-
Nebraska	8	1.25	7	101	4
New Mexico	-	-	-	-	-
New York	2	1.50	15	165	12
Ohio	77	1.45	13	288	20
Oklahoma	7	1.42	12	128	9
Oregon	4	2.25	22	244	16
Pennsylvania	189	1.11	3	285	19
Tennessee	2	.10	30	1,033	29
Texas	-	-	-	-	-
Virginia	95	1.37	10	332	22
Virginia, W.	25	2.16	21	376	24
Washington	5	3.00	26	588	26
Washington, D.C.	1	1.00	2	836	28
Wisconsin	5	1.40	11	106	6
Other	7				
No Report	20				

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-9

THE STATES WHERE 266 MINISTERS, WHO WITHDREW FROM THE PASTORATE,
SPENT MOST OF THEIR YOUTH, BY NUMBER PER STATE,
AND NUMBER AND RANK ORDER
BY CHURCH AND MEMBERSHIP

State	Number of Pastors Total 266	Churches		Membership	
		Number per Church	Rank Order	Number per Church	Rank Order
Alabama	1	4.	18	212	6
Arizona	-	-	-	-	-
Arkansas	-	-	-	-	-
California	9	3.88	17	972	21
Carolina, N.	3	9.00	24	748	17
Carolina, S.	-	-	-	-	-
Colorado	2	5.50	21	935	20
Dakota, N.	4	1.50	3	84	3
Dakota, S.	1	1.00	1	7	1
Delaware	-	-	-	-	-
Florida	-	-	-	-	-
Idaho	1	9.00	23	1,322	25
Illinois	19	2.42	5	434	11
Indiana	29	3.79	15	666	16
Iowa	10	3.70	14	473	12
New Jersey	-	-	-	-	-
Kansas	14	3.07	11	387	10
Kentucky	2	2.50	7	172	4
Louisiana	1	2.00	4	76	2
Maryland	10	5.10	19	1,129	23
Michigan	11	2.45	6	297	8
Minnesota	2	3.00	10	285	7
Missouri	4	6.00	22	509	13
Montana	-	-	-	-	-
Nebraska	4	2.50	8	203	5
New Mexico	-	-	-	-	-
New York	-	-	-	-	-
Ohio	37	3.02	9	600	14
Oklahoma	3	3.33	12	300	9
Oregon	1	9.00	25	977	22
Pennsylvania	57	3.68	13	947	19
Tennessee	-	-	-	-	-
Texas	-	-	-	-	-
Virginia	25	5.24	20	1,264	24
Virginia, W.	14	3.85	16	672	16
Washington	1	15.00	26	2,944	26
Washington, D.C.	1	1.00	2	836	18
Wisconsin	-	-	-	-	-
Other	-	-	-	-	-
No Report	-	-	-	-	-

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-10

RANK ORDER OF 7 OUT OF 38 STATES WHERE 1653 PASTORS AND MINISTERS SPENT MOST OF YOUTH,
BY NUMBER OF PASTORS AND MINISTERS WHO WITHDREW FROM THE PASTORATE,
AND BY NUMBER AND SIZE OF CHURCHES

State Lived In When Ordained	Classification of Pastors and Ministers					
	Full and Part-Time Pastors		Withdrawals "A" and "B"		All Pastors and Ministers	
	Church	Member- ship	Church	Member- ship	Church	Member- ship
Pennsylvania	3	19	13	19	4	16
Virginia	10	22	20	24	32	22
Ohio	13	20	9	14	31	15
Indiana	14	17	15	16	10	17
Maryland	6	18	19	23	6	19
California	24	27	17	21	17	31
Illinois	9	15	5	11	7	14

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-11

THE STATES WHERE 1653 PASTORS AND MINISTERS LIVED WHEN LICENSED,
BY NUMBER PER STATE, AND NUMBER AND RANK ORDER
BY CHURCH AND SIZE OF MEMBERSHIP OF CHURCH

State	Number of Pastors Total 1653	Churches		Membership	
		Number per Church	Rank Order	Number per Church	Rank Order
Alabama	4	1.00	17	53	6
Arizona	1	4.00	34	470	34
Arkansas	-	-	-	-	-
California	46	.76	13	190	29
Carolina N.	14	1.42	28	160	24
Carolina S.	2	1.00	21	45	5
Colorado	11	1.00	18	170	28
Dakota N.	9	.66	12	37	3
Dakota S.	1	1.00	22	7	1
Delaware	1	2.00	31	355	33
Florida	4	3.25	33	315	32
Idaho	8	1.12	25	165	26
Illinois	99	.46	3	83	11
Indiana	176	.62	7	109	14
Iowa	53	1.43	29	89	12
N. Jersey	1	1.00	-	221	-
Kansas	74	.58	6	73	9
Kentucky	8	.62	8	43	4
Louisiana	2	1.00	19	76	10
Maryland	88	.57	5	128	20
Michigan	30	.90	15	109	15
Minnesota	9	.66	10	63	7
Missouri	30	.80	14	67	8
Montana	-	-	-	-	-
Nebraska	24	.41	2	33	2
New Mexico	-	-	-	-	-
New York	3	1.00	20	110	16
Ohio	171	.65	9	129	21
Oklahoma	8	1.25	27	112	17
Oregon	8	1.12	26	122	19
Pennsylvania	448	.46	4	120	18
Tennessee	9	3.11	32	229	31
Texas	3	1.00	23	101	13
Virginia	198	.66	11	159	23
Virginia, W.	58	.93	16	162	25
Washington	14	1.07	24	210	30
Washington, D.C.	5	.20	1	167	27
Wisconsin	4	1.75	30	132	22
Other	6				
No Report	23				

Source: The Church of the Brethren Study, 1961.

Recruitment and Conservation of the Ministry

TABLE III-12

THE STATES WHERE 722 FULL AND PART-TIME PASTORS LIVED WHEN LICENSED,
BY NUMBER PER STATE, AND NUMBER AND RANK ORDER
BY CHURCH AND MEMBERSHIP

State	Number of Pastors Total 722	Churches		Membership	
		Number per Church	Rank Order	Number per Church	Rank Order
Alabama	2	2.00	17	106	3
Arizona	-	-	-	-	-
Arkansas	-	-	-	-	-
California	15	2.33	23	583	29
Carolina N.	7	3.85	28	320	20
Carolina S.	2	1.00	3	45	1
Colorado	5	2.20	22	374	26
Dakota N.	3	2.00	18	113	4
Dakota S.	-	-	-	-	-
Delaware	-	-	-	-	-
Florida	2	6.50	29	631	30
Idaho	5	1.80	16	264	17
Illinois	52	.88	3	158	8
Indiana	78	1.41	10	247	15
Iowa	28	1.32	8	169	10
New Jersey	-	-	-	-	-
Kansas	26	1.65	13	208	13
Kentucky	2	2.50	24	172	11
Louisiana	-	-	-	-	-
Maryland	45	1.13	6	225	14
Michigan	13	2.07	20	252	16
Minnesota	5	1.20	7	114	5
Missouri	11	2.18	21	185	12
Montana	-	-	-	-	-
Nebraska	9	1.11	5	90	2
New Mexico	-	-	-	-	-
New York	2	1.50	11	165	9
Ohio	67	1.52	12	331	22
Oklahoma	6	1.66	14	150	7
Oregon	3	3.00	26	325	21
Pennsylvania	192	1.09	4	281	18
Tennessee	6	4.66	29	344	24
Texas	1	3.00	27	304	19
Virginia	94	1.39	9	336	23
Virginia, W.	27	2.00	19	348	25
Washington	6	2.50	25	490	28
Washington, D.C.	2	.50	1	418	27
Wisconsin	4	1.75	15	132	6
Other	1	-	-	-	-
No Report	1	-	-	-	-

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-13

THE STATES WHERE 266 MINISTERS, WHO WITHDREW FROM THE PASTORATE,
LIVED WHEN LICENSED, BY NUMBER PER STATE, AND NUMBER
AND RANK ORDER BY CHURCH AND MEMBERSHIP

State	Number of Ministers Total 266	Churches		Membership	
		Number per Church	Rank Order	Number per Church	Rank Order
Alabama	2	2.00	3	106	2
Arizona	-	-	-	-	-
Arkansas	-	-	-	-	-
California	15	2.33	7	583	14
Carolina N.	5	5.40	18	449	10
Carolina S.	-	-	-	-	-
Colorado	1	11.00	26	1,871	27
Dakota N.	2	3.00	11	169	5
Dakota S.	1	1.00	1	7	1
Delaware	1	2.00	4	355	6
Florida	1	13.00	27	1,262	23
Idaho	1	9.00	23	1,322	24
Illinois	19	2.42	8	434	9
Indiana	33	3.33	12	586	15
Iowa	8	4.62	11	592	16
New Jersey	-	-	-	-	-
Kansas	15	2.86	10	361	7
Kentucky	-	-	-	-	-
Louisiana	1	2.00	5	152	3
Maryland	10	5.10	17	1,129	22
Michigan	8	3.37	13	409	8
Minnesota	1	6.00	19	571	13
Missouri	4	6.00	20	509	11
Montana	-	-	-	-	-
Nebraska	5	2.00	6	162	4
New Mexico	-	-	-	-	-
New York	-	-	-	-	-
Ohio	42	2.66	9	528	12
Oklahoma	1	10.00	25	901	19
Oregon	1	9.00	24	977	20
Pennsylvania	48	4.37	15	1,125	21
Tennessee	1	28.00	28	2,067	28
Texas	-	-	-	-	-
Virginia	19	6.89	21	1,663	26
Virginia, W.	7	7.71	22	1,345	25
Washington	4	3.75	14	736	17
Washington, D.C.	1	1.00	2	836	18
Wisconsin	-	-	-	-	-
Other	2	-	-	-	-
No Report	7	-	-	-	-

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-14

RANK ORDER OF 7 OF 38 STATES WHERE 1653 PASTORS AND MINISTERS LIVED WHEN ORDAINED,
BY NUMBER OF MINISTERS, PASTORS, AND MINISTERS WHO WITHDREW FROM THE PASTORATE
AND BY NUMBER AND SIZE OF CHURCHES

State Lived In When Ordained	Classification of Pastors and Ministers					
	Full and Part-Time Pastors		Withdrawals "A" and "B"		All Pastors and Ministers	
	Church	Member- ship	Church	Member- ship	Church	Member- ship
Pennsylvania	4	18	15	21	4	18
Virginia	9	23	21	26	11	23
Ohio	12	22	9	12	9	21
Indiana	10	15	12	15	7	14
Maryland	6	14	17	22	5	20
California	23	29	7	14	13	29
Illinois	10	15	8	9	3	11

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-15
SIZE OF COMMUNITY 1653 PASTORS AND MINISTERS LIVED DURING YOUTH
BY MINISTERIAL CATEGORY

Size of Community	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Country or Village under 500	1031	44	343	117	130	78	73	19	29	186	12
Rural town 500 - 2400	150	11	46	19	10	17	12	4	11	17	3
Small city 2500 - 9999	127	15	50	16	3	15	8	1	9	9	1
City 10,000 - 49,999	99	11	39	11	6	9	9	2	5	3	4
Metropolitan area 50,000 and over	117	24	49	4	3	14	5	7	5	1	5
No Reply	129	7	25	10	15	6	20	4	8	32	2

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE III-16

SIZE OF COMMUNITY 1653 PASTORS AND MINISTERS NOW RESIDE
BY MINISTERIAL CATEGORY

Size of Community	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Country of village under 500	519	23	185	68	94	20	33	5	23	63	5
Rural town 500 - 2400	186	11	66	19	16	16	17	3	2	33	3
Small city 2500 - 9999	215	19	53	23	11	33	15	17	11	30	3
City 10,000 - 49,999	204	17	70	20	10	24	18	4	12	22	7
Metropolitan area 50,000 or over	281	34	113	13	13	31	25	6	12	28	6
No Reply	248	8	65	34	23	15	19	2	7	72	3

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-17
NUMBER OF IMMEDIATE RELATIVES OF 1653 PASTORS AND MINISTERS
IN THE MINISTRY BY MINISTERIAL CATEGORY

Number of Relatives in the Ministry	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	87	248	27
None	509	43	180	66	42	37	37	10	21	67	6
1 - 3	783	55	269	85	94	64	61	19	33	90	13
4 - 6	210	9	65	20	18	24	20	4	7	41	2
7 - 9	49	2	11	2	2	6	2	3	2	18	1
10 - 12	21	2	7	1	3	1	-	-	1	5	1
13 - 15	7	-	2	-	1	1	1	-	1	1	-
16 and above	22	1	8	-	3	2	-	-	1	5	2
No Report	52	-	10	3	4	4	6	1	1	21	2

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE III-18

FREQUENCY OF ATTENDANCE AT THE SUNDAY MORNING WORSHIP SERVICE
OF THE FATHERS OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Times per Year	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
Not at all	73	6	33	3	10	3	4	-	5	7	2
1 - 4	51	1	17	11	7	3	4	-	-	7	1
5 - 12	52	4	20	4	4	3	5	-	4	7	1
13 - 24	57	5	18	11	4	5	3	-	-	9	2
25 - 35	76	5	27	12	4	6	6	1	2	13	-
36 - 45	141	8	45	17	21	9	11	3	3	24	-
46 or more	1091	79	373	110	106	106	84	31	50	134	18
No Reply	112	4	19	9	11	4	10	2	3	47	3

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-19
 FREQUENCY OF ATTENDANCE AT THE SUNDAY MORNING WORSHIP SERVICE
 OF THE MOTHERS OF 1653 PASTORS AND MINISTERS
 BY OCCUPATIONAL CATEGORY

Times per Year	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
Not at all	40	4	15	-	5	3	2	-	6	4	1
1 - 4	35	2	11	5	7	2	-	1	1	6	-
5 - 12	43	1	19	6	4	2	3	-	2	5	1
13 - 24	52	2	19	8	3	4	-	-	-	13	3
25 - 35	77	5	23	8	9	5	7	1	2	16	1
36 - 45	151	12	46	15	23	10	14	3	3	25	-
46 or more	1116	85	394	121	99	104	93	31	50	121	18
No Reply	139	1	25	14	17	9	8	1	3	58	3

Source: The Church of the Brethren Study, 1961
 Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers
 (1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-20
INTEREST AND PARTICIPATION IN THE LIFE OF THE CHURCH OF THE FATHERS OF
1653 PASTORS AND MINISTERS BY MINISTERIAL CATEGORY

Interest and Participation	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Extremely interested and active	719	61	259	78	52	72	54	17	27	86	13
Generally interested and active	614	37	179	63	73	50	56	17	26	103	10
Neither particularly interested or active	66	2	27	8	9	4	6	1	3	6	-
Generally uninterested and inactive	46	2	19	10	2	3	-	1	2	6	1
Extremely uninterested and inactive	54	7	25	6	5	2	2	-	1	5	1
Other	47	1	19	5	10	2	4	-	3	3	-
No Report	107	2	24	7	16	6	5	1	5	39	2

Source: The Church of the Brethren Study, 1961

Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-21

INTEREST AND PARTICIPATION IN THE LIFE OF THE CHURCH OF THE MOTHERS OF
1653 PASTORS AND MINISTERS BY MINISTERIAL CATEGORY

Interest and Participation	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
Extremely interested and active	802	59	271	81	70	76	68	18	34	111	14
Generally interested and active	424	24	134	48	49	38	27	14	19	66	5
Neither particularly in- terested or active	73	5	29	8	4	8	8	-	5	5	1
Generally uninterested and inactive	79	6	24	13	9	7	7	3	1	8	1
Extremely uninterested and inactive	103	13	42	14	9	5	5	-	2	10	3
Other	40	1	22	2	8	1	1	-	3	2	-
No Report	132	4	30	11	18	4	11	2	3	46	3

Source: The Church of the Brethren Study, 1961.
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-22

THE ATTITUDE OF 1653 PASTORS AND MINISTERS TOWARD CHURCH DURING CHILDHOOD
BY MINISTERIAL CATEGORY

Attitude Toward and Attendance of Church	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Attendance of Church	1653	112	552	177	167	139	127	37	67	248	27
Enjoyed church, attended regularly	1295	92	447	138	125	112	98	30	56	177	20
Enjoyed church, attended irregularly	170	6	47	18	26	12	16	1	7	34	3
Didn't enjoy church, attended regularly	71	6	20	13	5	7	7	3	2	7	1
Didn't enjoy church, attended irregularly	22	2	11	1	1	2	2	-	1	1	1
Did not attend church	34	5	17	2	-	3	-	1	1	4	1
Other	6	-	2	1	1	1	-	1	-	-	-
No Reply	55	1	8	4	9	2	4	1	-	25	1

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE III-23

DEGREE ENJOYED CHURCH AND ATTENDANCE RECORD OF
1653 PASTORS AND MINISTERS DURING YOUTH
BY MINISTERIAL CATEGORY

Degree Enjoyed Church and Attendance Record	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Enjoyed church, attended regularly	1346	90	458	150	123	113	113	32	53	192	22
Enjoyed church, attended irregularly	137	8	40	14	31	12	-	2	8	22	-
Didn't enjoy church, attended regularly	56	5	19	9	4	6	3	1	4	3	2
Didn't enjoy church, attended irregularly	32	4	9	2	1	2	7	-	1	5	1
Did not enjoy church	18	3	12	-	-	3	-	-	-	-	-
Other	8	1	2	1	1	-	1	1	-	-	1
No Reply	56	1	12	1	7	3	3	1	1	26	1

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-24

EDUCATIONAL ATTAINMENT OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Educational Attainment	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Attended grade school but did not graduate	50	-	5	5	10	-	1	-	3	26	-
Graduated from grade school	83	-	11	14	29	-	1	2	3	22	1
Attended high school but did not graduate	85	1	21	10	21	-	6	-	4	20	2
Graduated from high school	130	12	34	23	33	4	5	-	4	14	1
Attended college but did not graduate	221	33	51	30	31	6	15	2	7	41	5
Graduated from college with degree	321	23	58	41	34	27	33	15	31	53	6
Attended seminary but did not graduate	161	25	38	22	5	11	14	5	4	32	5
Graduated from seminary	584	18	332	32	4	91	51	12	11	26	7
No Report	18	-	2	-	-	-	1	1	-	14	-

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

Source: The Church of the Brethren Study, 1961

Recruitment and Conservation of the Ministry

TABLE III-25
AGES OF 566 PASTORS AND MINISTERS WHO HAVE GRADUATED FROM SEMINARY
BY MINISTERIAL CATEGORY

Ages	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		332	32	4	91	51	12	11	26	7	-
19 and under	-	-	-	-	-	-	-	-	-	-	-
20 - 24	2	1	-	-	-	-	-	-	-	1	-
25 - 29	61	50	1	-	4	1	3	-	-	2	-
30 - 34	92	61	5	-	12	5	5	2	-	2	-
35 - 39	95	59	6	-	16	10	1	2	-	1	-
40 - 44	95	61	7	1	12	11	1	2	-	-	-
45 - 49	64	36	5	1	17	3	-	1	-	1	-
50 - 54	35	24	1	-	6	4	-	-	-	-	-
55 - 59	34	18	1	-	13	1	-	1	-	-	-
60 - 64	32	12	3	1	5	7	1	3	-	-	-
65 - 69	25	6	1	-	5	6	-	-	7	-	-
70 and over	31	4	2	1	1	3	1	-	19	-	-

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) "A" Minister (6) Withdraw "A" (7) Withdraw "B" (8) Church Related (9) Never Pastor (10) Retired Minister (11) All Others

TABLE III-26
TYPE OF COLLEGE OF GRADUATION OF 1061 PASTORS AND MINISTERS
BY NUMBER, PER CENT, AND MINISTERIAL CATEGORY

Type of College of Graduation	Classification of Pastors and Ministers					
	All Categories		Full and Part-Time		Withdraw "A" and "B"	
	Totals	100 Per Cent	Totals	100 Per Cent	Totals	100 Per Cent
	1061		534		220	
Brethren College	883	83.2	434	81.3	196	89.1
Non Brethren but church affiliated	47	4.4	24	4.5	9	4.1
Bethany Training School	51	4.8	37	6.9	4	1.8
Non-denominational Bible school	10	1.0	6	1.1	-	-
Secular college or university	70	6.6	33	6.2	11	5.0

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-27

TYPE OF COLLEGE OF GRADUATION OF 1061 PASTORS AND MINISTERS WHO GRADUATED FROM COLLEGE
BY MINISTERIAL CATEGORY AND PER CENT IN EACH CATEGORY

Type of College of Graduation	Number of Graduates Total 1061	Classification of Pastors and Ministers (Horizontal Columns Equal 100 Per Cent)		
		Full and Part-Time	Withdraw "A" and "B"	All Other Categories
Brethren College	883	49.2	22.2	28.6
Non Brethren but church affiliated	47	51.1	19.1	29.8
Bethany Training School	51	72.5	7.8	19.7
Non-denominational Bible school	10	60.0	-	40.0
Secular college or university	70	47.1	15.7	37.2

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-28

DENOMINATIONAL AFFILIATION OF COLLEGE OF GRADUATION OF
1061 PASTORS AND MINISTERS BY MINISTERIAL CATEGORY

Denominational Affiliation of College	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Brethren College	883	65	362	72	29	114	82	31	37	78	13
Non-Brethren but church affiliated	47	2	19	5	3	4	5	1	1	4	3
Bethany Bible Training School	51	3	33	4	-	3	1	-	-	6	1
Non-denominational Bible School	10	-	5	1	1	-	-	-	2	-	1
Secular college or university	70	3	23	10	9	5	6	1	5	7	1
No Report	592	39	110	85	125	13	33	4	22	153	8

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE III-29

RANK ORDER OF CHURCH OF THE BRETHREN COLLEGES BY PER CENT OF MINISTERIAL GRADUATES,
NUMBER OF MINISTERS NOW IN THE PASTORAL MINISTRY, NUMBER OF PASTORS
PRODUCED THROUGH THE YEARS, AND NUMBER OF MINISTERS
WHO WITHDREW FROM THE PASTORAL MINISTRY

College of Graduation	Rank Order Based on Percentages				Cumulative Rankings
	All Ministers	Full and Part-Time Pastors	Pastors Through the Years	Pastoral Withdrawals	
Bridgewater	2	2	3	1	8
Elizabethtown	6	3	2	3	14
Juniata	5	5	6	4	20
LaVerne	7	6	7	5	25
Manchester	1	7	4	7	19
McPherson	3	1	1	6	11
Other	4	4	5	2	15

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-30
COLLEGE OF GRADUATION OF 979 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

College of Graduation	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	979	68	396	86	39	123	91	32	42	86	16
Bridgewater	178	13	84	10	6	20	13	6	7	17	2
Elizabethtown	92	6	37	11	9	13	5	3	2	4	2
Juniata	94	7	35	9	6	15	5	2	4	10	1
La Verne	47	5	15	6	-	5	6	3	4	1	2
Manchester	277	21	104	18	6	32	39	16	13	23	5
McPherson	150	12	67	15	1	24	10	1	6	14	-
Other	141	4	54	17	11	14	13	1	6	17	4

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-31

DENOMINATIONAL AFFILIATION OF SEMINARY OF GRADUATION OF
1653 PASTORS AND MINISTERS BY MINISTERIAL CATEGORY

Type of Seminary	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Bethany Biblical Seminary	506	16	320	30	3	47	48	12	9	14	7
Non or inter-denominational	19	1	7	-	-	5	3	1	1	1	-
Denominational but non Brethren	26	-	13	1	-	6	1	-	1	4	-
Others	7	-	1	3	-	-	-	-	-	3	-
No Report	1095	95	211	143	164	81	75	24	56	226	20

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) "A" Withdraw (6) "B" Withdraw (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-32

THE YEAR 1653 PASTORS AND MINISTERS GRADUATED FROM COLLEGE
BY MINISTERIAL CATEGORY

Year Graduated From College	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
1955 - 1959	134	46	48	18	1	2	2	7	6	-	4
1950 - 1954	145	8	93	15	1	8	11	4	3	1	1
1945 - 1949	145	2	80	12	1	21	14	7	7	-	1
1940 - 1944	111	1	54	10	2	28	12	1	1	-	2
1935 - 1939	84	-	36	6	10	14	9	1	4	1	3
1930 - 1934	84	-	26	10	5	15	12	2	8	5	1
1925 - 1929	101	-	29	10	10	20	12	3	6	10	1
1920 - 1924	91	-	24	4	4	13	11	4	10	19	2
Before 1920	87	-	12	2	6	3	7	3	1	52	1
No Reply	671	55	150	90	127	15	37	5	21	160	11

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-33
THE YEAR 1653 PASTORS AND MINISTERS GRADUATED FROM SEMINARY
BY MINISTERIAL CATEGORY

Year Graduated From Seminary	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
1955 - 1959	128	10	96	8	-	5	2	4	-	-	3
1950 - 1954	133	2	85	6	-	18	11	5	4	-	2
1945 - 1949	115	-	62	10	-	26	14	1	2	-	-
1940 - 1944	64	-	39	1	1	14	7	1	-	-	1
1935 - 1939	40	-	21	5	-	9	3	-	1	1	-
1930 - 1934	23	-	12	1	-	6	2	-	1	1	-
1925 - 1929	29	-	7	2	1	9	7	-	1	2	-
1920 - 1924	26	-	4	-	1	2	5	1	1	12	-
Before 1920	11	-	2	-	-	2	-	1	-	6	-
No Reply	1084	100	224	144	164	48	76	24	57	226	21

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE III-34

THE EXTRA CURRICULAR SCHOOL ACTIVITY OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Extra Curricular School Activity	Total 1653	Classification of Pastors and Ministers									
		1 112	2 552	3 177	4 167	5 139	6 127	7 37	8 67	9 248	10 27
None	106	9	37	15	17	8	3	-	3	12	2
Debating or Public Speaking	345	10	116	29	27	42	30	6	17	66	2
Dramatics	101	11	34	13	9	10	8	4	2	8	2
Sports	199	17	84	26	22	19	10	5	9	6	1
School paper, annual or publi- cation	63	4	20	5	5	5	5	4	4	8	3
Student government	53	8	23	3	1	8	2	1	4	2	1
Music	251	29	104	16	10	25	27	6	13	15	6
Other	101	9	47	8	6	4	10	2	2	9	4
No Report	434	15	87	62	70	18	32	9	13	122	6

Source: The Church of the Brethren Study, 1961 -- Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-35
ATTITUDE TOWARD SCHOOL AND EVALUATION OF SCHOLASTIC ABILITY OF
1653 PASTORS AND MINISTERS BY MINISTERIAL CATEGORY

Attitude Toward and Scholastic Ability	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Scholastic Ability	1653	112	552	177	167	139	127	37	67	248	27
Enjoyed school, good student	726	49	217	67	58	86	62	21	33	122	11
Enjoyed school, average student	668	48	278	8	86	45	56	13	28	95	11
Enjoyed school, poor student	93	1	6	81	1	-	-	1	1	1	1
Did not enjoy school, good student	31	2	12	7	2	4	1	1	-	1	1
Did not enjoy school, average student	66	11	26	8	7	2	4	-	2	5	1
Did not enjoy school, poor student	6	-	4	-	-	2	-	-	-	-	-
No Reply	63	1	9	6	13	-	4	1	3	24	2

Source: The Church of the Brethren Study, 1961 -- Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) Others

TABLE III-36

THE BELIEFS OF 1653 PASTORS AND MINISTERS ON WAR TIME CONSCRIPTION
AT TIME THEY DECIDED TO GO INTO MINISTRY
BY MINISTERIAL CATEGORY

Beliefs Concerning Conscription	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Volunteer	45	5	24	4	3	2	2	-	3	2	-
Join if Drafted	128	15	47	16	9	12	8	2	7	11	1
Non Combatant	377	15	109	50	36	30	29	8	18	78	4
Alternative Service	994	75	354	98	109	90	80	26	34	109	19
Refuse to Register	5	1	-	-	-	1	-	-	-	2	1
No Report	104	1	18	9	10	4	8	1	5	46	2

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-37

THE PRESENT BELIEFS OF 1653 PASTORS AND MINISTERS
ON WAR TIME CONSCRIPTION BY MINISTERIAL CATEGORY

Beliefs Concerning Conscription	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Volunteer	7	2	2	-	-	-	-	-	-	3	-
Join if Drafted	37	2	7	7	4	-	3	-	6	8	-
Non-Combatant	248	15	46	35	32	13	24	2	15	62	4
Alternative Service	1278	90	480	131	128	119	92	34	41	143	20
Refuse to Register	10	1	2	-	-	2	-	-	-	4	1
No Report	73	2	15	4	3	5	8	1	5	28	2

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-38

CHANGE IN DIRECTION OF PRESENT BELIEFS OF 1653 PASTORS AND MINISTERS
ON "WAR-TIME CONSCRIPTION" FROM BELIEFS HELD AT TIME DECISION
WAS MADE TO ENTER THE MINISTRY
BY PER CENT AND MINISTERIAL CATEGORY

Ministerial Category	Total 1653	Direction of Change in Belief (Each horizontal column equals 100 per cent)			
		No Change	Military Refuse to Register	Refuse to Register to Military	No Report
Student	112	61.6	8.9	27.7	1.8
Full-Time	552	69.2	1.3	25.2	4.3
Part-Time	177	65.0	4.0	25.4	5.6
Free	167	82.6	1.2	10.2	6.0
Withdraw "A"	139	72.0	.7	26.6	.7
Withdraw "B"	127	69.3	5.5	18.1	7.1
Church Related	37	75.7	-	21.6	2.7
Secular	67	65.7	6.0	17.9	10.4
Retired	248	64.5	1.2	13.7	20.6
Other	27	70.4	7.4	14.8	7.4

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-39

THE PRESENT BELIEFS OF 1653 PASTORS AND MINISTERS TOWARD
REBAPTIZING MEMBERS OF OTHER COMMUNIONS WHO WISH TO
UNITE WITH THE CHURCH OF THE BRETHREN
BY MINISTERIAL CATEGORY

Belief Toward Rebaptism	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Must be Rebaptized	177	11	34	25	33	7	9	3	8	42	5
By letter if previously im- mersed	315	19	58	54	68	8	21	4	8	73	2
By letter if Baptized as adult	431	32	141	52	38	38	33	15	27	47	8
By letter re- gardless of previous Baptism	667	48	310	41	22	84	57	15	22	58	10
No Report	63	2	9	5	6	2	7	-	2	28	2

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-40

THE BELIEFS OF 1653 CHURCH OF THE BRETHREN PASTORS AND MINISTERS
TOWARD THE 'REBAPTISM OF MEMBERS OF OTHER COMMUNIONS WHO WISH
TO UNITE WITH THE CHURCH OF THE BRETHREN'
AT TIME THEY DECIDED TO GO INTO
THE MINISTRY
BY MINISTERIAL CATEGORY

Position Toward Rebaptism	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Must be Rebaptized	736	26	273	80	64	66	59	16	22	121	9
By letter if pre- viously immersed	370	29	98	46	70	28	28	7	13	48	3
By letter if Baptized as adult	224	28	74	23	18	14	15	10	16	20	6
By letter regard- less of previous Baptism	208	26	84	15	4	26	19	2	13	12	7
No Report	115	3	23	13	11	5	6	2	3	47	2

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-41

CHANGE IN DIRECTION OF PRESENT BELIEFS OF 1653 PASTORS AND MINISTERS
ON "BAPTISMAL REQUIREMENTS FOR CHURCH MEMBERSHIP"
FROM BELIEFS HELD AT TIME DECISION WAS MADE
TO ENTER THE MINISTRY
BY PER CENT AND MINISTERIAL CATEGORY

Ministerial Category	Total 1653	Direction of Change in Belief (Each horizontal column equals 100 per cent)			
		No Change	Rebaptism to Receive by Letter	Receive by Letter to Rebaptism	No Report
Student	112	43.7	47.3	6.3	2.7
Full-Time	552	30.8	63.4	1.5	4.3
Part-Time	177	48.0	41.2	2.3	8.5
Free	167	58.7	32.3	1.8	7.2
Withdraw "A"	139	30.9	65.5	-	3.6
Withdraw "B"	127	34.6	57.5	1.6	6.3
Church Related	37	27.0	67.6	-	5.4
Secular	67	53.7	37.3	3.0	6.0
Retired	248	37.9	40.7	.4	21.0
Other	27	59.3	29.6	3.7	7.4

Source: The Church of the Brethren Study
Recruitment and Conservation of the Ministry

TABLE III-42

COMPARISON OF PRESENT BELIEFS OF 1653 PASTORS AND MINISTERS ON "THE COMMON COMMUNION CUP
MAY BE REPLACED BY INDIVIDUAL COMMUNION CUPS" WITH BELIEFS HELD AT TIME
DECISION WAS MADE TO ENTER MINISTRY
BY MINISTERIAL CATEGORY

Scale	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
<u>Before</u>											
Strongly Agree	593	40	257	57	37	65	46	10	29	47	5
Agree	505	41	170	66	51	47	43	16	15	43	13
Undecided	126	20	48	12	8	8	9	3	6	10	2
Disagree	88	2	23	6	26	3	6	1	2	18	1
Strongly Disagree	34	5	5	6	7	2	5	2	-	2	-
No Report	307	4	49	30	38	14	18	5	15	128	6
Total	1653	112	552	177	167	139	127	37	67	248	27
<u>Now</u>											
Strongly Agree	798	45	339	73	50	90	65	14	34	79	9
Agree	544	49	162	80	63	37	45	16	18	64	10
Undecided	29	8	6	2	2	1	2	1	2	1	4
Disagree	34	4	5	4	15	-	-	-	1	5	-
Strongly Disagree	26	5	5	2	8	2	2	2	-	-	-
No Report	222	1	35	16	29	9	13	4	12	99	4

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-43

COMPARISON OF PRESENT BELIEFS OF 1653 PASTORS AND MINISTERS ON "ONLY THE BREAD AND THE CUP MAY BE ADDED AS AN ADDITIONAL SERVICE TWICE A YEAR"
WITH BELIEFS HELD AT TIME DECISION WAS MADE
TO ENTER MINISTRY
BY MINISTERIAL CATEGORY

Scale	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
<u>Before</u>											
Strongly Agree	88	-	47	4	3	12	6	-	6	8	2
Agree	223	19	83	18	15	26	24	6	14	14	4
Undecided	301	34	119	30	20	34	19	8	15	17	5
Disagree	429	32	158	59	44	30	32	13	8	47	6
Strongly Disagree	213	16	70	27	33	19	18	5	6	15	4
No Report	399	11	75	39	52	18	28	5	18	147	6
Total	1653	112	552	177	167	139	127	37	67	248	27
<u>Now</u>											
Strongly Agree	227	6	115	15	6	34	18	1	9	17	6
Agree	333	28	17	41	28	66	49	16	23	56	9
Undecided	394	34	263	26	19	11	11	7	8	13	2
Disagree	263	22	75	45	41	9	20	8	8	30	5
Strongly Disagree	141	18	28	23	34	8	12	1	3	13	1
No Report	295	4	54	27	39	11	17	4	16	119	4

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-44

COMPARISON OF PRESENT BELIEFS OF 1653 PASTORS AND MINISTERS ON "THE FEET-WASHING SERVICE MAY BE DROPPED BY INDIVIDUAL CHURCHES" WITH BELIEFS HELD AT TIME DECISION WAS MADE TO ENTER MINISTRY BY MINISTERIAL CATEGORY

Scale	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Before											
Strongly Agree	28	1	8	1	1	5	4	-	4	4	-
Agree	84	9	33	4	1	14	9	3	6	5	-
Undecided	96	17	34	6	6	12	8	1	3	7	2
Disagree	455	30	177	46	33	44	35	13	23	44	10
Strongly Disagree	640	50	238	80	79	52	49	15	18	50	9
No Report	350	5	62	40	47	12	22	5	13	138	6
Total	1653	112	552	177	167	139	127	37	67	248	27
Now											
Strongly Agree	57	2	14	3	2	10	9	-	5	11	1
Agree	182	14	64	12	5	30	22	8	8	16	3
Undecided	130	15	51	10	5	16	10	4	6	10	3
Disagree	445	23	175	48	36	43	27	12	22	53	6
Strongly Disagree	592	57	204	88	84	34	43	9	15	48	10
No Report	247	1	44	16	35	6	16	4	11	110	4

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-45

COMPARISON OF PRESENT BELIEFS OF 1653 PASTORS AND MINISTERS ON "PARTICIPATION IN THE BRETHREN LOVE FEAST AND COMMUNION SERVICE SHOULD BE LIMITED TO BRETHREN" WITH BELIEFS HELD AT TIME DECISION WAS MADE TO ENTER MINISTRY
BY MINISTERIAL CATEGORY

Scale	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
<u>Before</u>											
Strongly Agree	81	2	17	10	18	5	9	2	3	12	3
Agree	189	16	52	9	35	19	16	5	2	33	2
Undecided	120	15	42	13	9	14	8	5	3	9	2
Disagree	408	35	145	45	41	36	34	8	22	36	6
Strongly Disagree	510	38	237	60	19	52	37	12	20	27	8
No Report	345	6	59	40	45	13	23	5	17	131	6
Total	1653	112	552	177	167	139	127	37	67	248	27
<u>Now</u>											
Strongly Agree	46	2	8	5	14	3	2	-	3	8	1
Agree	55	5	4	3	19	3	5	-	1	15	-
Undecided	123	4	2	5	11	92	-	3	1	4	1
Disagree	457	33	123	59	60	32	44	11	22	64	9
Strongly Disagree	709	66	371	76	29	-	60	19	26	50	12
No Report	263	2	44	29	34	9	16	4	14	107	4

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-46

CHANGE IN DIRECTION OF PRESENT BELIEFS OF 1653 PASTORS AND MINISTERS
ON "THE BRETHREN LOVEFEAST AND COMMUNION SERVICE"
FROM BELIEFS HELD AT TIME DECISION WAS MADE TO
ENTER THE MINISTRY

Aspects of the Brethren Lovefeast and Communion Service	Direction of Change in Beliefs (Each horizontal column equals a total of 1653)			
	Remained the Same	Disagree to Agree	Agree to Disagree	No Report
The common cup may be replaced by individual cups	1021	275	46	311
Only the bread and cup may be added as an additional service twice a year	675	506	67	405
The feetwashing service may be dropped by individual churches	935	291	78	349
Participation in the Brethren lovefeast and communion service should be limited to Brethren	851	226	221	355

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-47

DEGREE OF CHANGE IN PRESENT BELIEFS OF 1653 PASTORS AND MINISTERS
FROM BELIEFS HELD AT TIME DECISION WAS MADE TO ENTER MINISTRY
BY MINISTERIAL CATEGORY

Degree of Change	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Change	1653	112	552	177	167	139	127	37	67	248	27
Beliefs have remained the same	229	11	37	26	57	2	13	5	13	60	5
Beliefs have changed slightly	697	47	221	103	74	55	59	15	31	83	9
Beliefs have changed considerably	584	46	256	40	21	69	45	11	17	71	8
Beliefs have changed radically	57	8	20	1	1	12	5	3	1	3	3
No Report	86	-	18	7	14	1	5	3	5	31	2

Source: The Church of the Brethren Study
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-48

MINISTERIAL STANDING OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL STANDING

Ministerial Standing	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Standing	1653	112	552	177	167	139	127	37	67	248	27
Licensed	150	80	9	13	17	2	-	8	12	6	3
Ordained	410	25	145	57	33	27	43	14	28	31	7
Elder	1023	2	393	101	112	109	80	14	15	187	10
Permanently licensed	43	5	3*	3	3	-	4	-	10	10	5
No Report	27	-	2	3	2	1	-	1	2	14	2

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-49

NUMBER OF SERMONS 1653 PASTORS AND MINISTERS PREACHED LAST YEAR
BY MINISTERIAL CATEGORY

Number of Sermons Preached	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
None	1653										
1 - 9	126	8	-	-	9	6	20	2	20	60	1
10 - 19	287	49	-	6	36	20	60	15	26	66	9
20 - 29	166	28	-	8	27	28	20	12	9	28	6
30 - 39	115	10	12	8	40	17	5	3	5	14	1
40 - 49	86	7	17	13	16	21	4	1	1	6	-
50 - 59	145	3	70	26	7	11	8	2	-	14	4
60 - 69	198	1	115	48	10	11	4	-	1	7	1
70 or more	164	4	120	22	7	5	3	-	-	3	-
No Report	295	2	212	44	9	17	2	1	1	4	3
	71	-	6	2	6	3	1	1	4	46	2

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-50

AVERAGE NUMBER OF NIGHTS A WEEK EMPLOYMENT KEEPS
1653 PASTORS AND MINISTERS AWAY FROM FAMILY
BY MINISTERIAL CATEGORY

Nights Away From Home	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
None	296	33	14	33	54	6	33	7	14	97	5
One	185	11	17	28	32	19	27	8	15	26	2
Two	228	8	59	29	34	34	24	8	13	18	1
Three	295	17	140	40	17	35	18	6	12	6	4
Four	231	7	154	25	9	21	8	4	-	1	2
Five	158	6	118	8	2	11	6	2	2	-	3
Six	40	5	23	4	2	3	1	-	1	-	1
No Report	220	25	27	10	17	10	10	2	10	100	9

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) "Withdrawal" "A"	(6) "Withdrawal" "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE III-51
AVERAGE NUMBER OF HOURS 1653 PASTORS AND MINISTERS
SPEND IN PREPARING SERMONS
BY MINISTERIAL CATEGORY

Number of Hours	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
None	35	4	-	-	4	3	1	1	5	16	1
1 - 4	337	8	58	92	47	21	46	11	16	35	3
5 - 12	680	40	286	56	73	67	45	19	22	60	12
13 - 24	347	48	184	21	17	27	13	6	7	18	6
25 - 35	36	4	15	1	5	6	3	-	-	2	-
36 or more	10	1	1	4	1	-	-	-	-	3	-
No Report	208	7	8	3	20	15	19	-	17	114	5

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdrawn "A" (6) Withdrawn "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-52

AVERAGE NUMBER OF PASTORAL CALLS 1653 PASTORS AND MINISTERS MADE EACH WEEK
BY MINISTERIAL CATEGORY

Number of Pastoral Calls	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
None	222	32	2	16	44	27	34	9	17	36	5
1 - 4	130	7	14	54	28	5	8	2	1	11	-
5 - 12	252	12	137	60	9	9	8	1	1	11	4
13 - 24	324	16	254	18	8	8	4	3	1	11	1
25 - 35	146	4	107	16	3	2	4	-	-	7	3
No Report	579	41	38	13	75	88	69	22	47	172	14

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE III-53
NUMBER OF CHURCH COMMITTEE MEETINGS 1653 PASTORS AND MINISTERS
ATTEND EACH WEEK
BY MINISTERIAL CATEGORY

Number of Committee Meetings Per Week	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
None	283	43	13	32	37	25	36	11	20	62	4
One	558	24	170	94	76	37	55	12	31	55	4
Two	305	15	205	31	9	12	10	3	5	11	4
Three	143	5	110	6	2	8	2	4	-	4	2
Four	37	2	28	-	1	3	-	-	-	1	2
Five	17	-	10	1	1	3	1	-	-	-	1
Six	5	-	2	-	-	2	-	-	-	-	1
Seven or more	4	-	1	-	-	2	-	1	-	-	-
No Report	301	23	13	13	41	47	23	6	11	115	9

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-54

NUMBER OF YEARS 1653 PASTORS AND MINISTERS WERE ORDAINED
BY MINISTERIAL CATEGORY

Number of Years	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
0 - 4	170	68	40	15	19	3	1	7	9	3	5
5 - 9	178	32	68	30	18	5	7	6	7	-	5
10 - 14	227	6	123	26	22	21	11	5	9	2	2
15 - 19	197	1	86	32	19	22	18	6	4	4	5
20 - 24	153	1	61	16	20	24	21	-	6	3	1
25 - 29	120	-	42	12	17	17	15	1	10	5	1
30 - 34	115	-	38	12	16	12	18	3	6	9	1
35 - 39	107	-	32	12	8	15	13	2	4	20	1
40 - 44	148	-	38	8	16	12	17	4	9	43	1
45 - 49	76	-	8	5	4	2	5	2	-	49	1
50 and over	113	-	10	5	4	3	1	-	1	87	2
No Report	49	4	6	4	4	3	-	1	2	23	2

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-55

NUMBER OF YEARS 1653 PASTORS AND MINISTERS SERVED LOCAL CHURCHES
BY MINISTERIAL CATEGORY

Number of Years	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
0 - 4	247	50	82	27	9	16	24	8	12	14	5
5 - 9	185	2	101	30	6	21	16	-	-	6	3
10 - 14	216	2	110	35	3	29	22	-	-	15	-
15 - 19	135	3	68	25	3	13	10	-	-	11	2
20 - 24	107	-	54	15	3	16	9	-	-	9	1
25 - 29	72	-	31	6	4	10	7	-	1	13	-
30 - 34	51	-	22	9	-	6	5	1	-	8	-
35 - 39	57	-	25	4	3	6	2	-	-	16	1
40 - 44	29	-	12	4	-	-	4	-	-	9	-
45 - 49	29	-	9	1	1	5	4	-	-	9	-
50 and over	37	1	9	7	1	3	5	-	-	10	1
No Report	488	54	29	14	134	14	19	28	54	128	14

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-56
NUMBER OF CHURCHES 1653 PASTORS AND MINISTERS SERVED DURING LIFETIME
BY MINISTERIAL CATEGORY

Number of Churches	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Churche	1653	112	552	177	167	139	127	37	67	248	27
None	126	41	-	-	7	-	-	18	42	12	6
1 - 2	547	30	153	70	98	62	52	14	8	54	6
3 - 4	469	20	219	52	28	43	42	2	5	53	5
5 - 6	238	8	107	27	11	16	20	-	3	44	2
7 - 8	112	2	48	12	7	9	10	-	-	23	1
9 - 10	28	-	10	4	2	4	-	-	-	7	1
11 - 12	18	-	2	3	-	-	1	-	-	11	1
13 - 14	5	-	2	2	-	-	-	-	-	1	-
15 or more	16	-	3	1	3	-	1	-	-	7	1
No Report	94	11	8	6	11	5	1	3	9	36	4

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers.

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) "A" Withdraw (6) "B" Withdraw (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-57

DRAFT STATUS OF 1653 PASTORS AND MINISTERS DURING WORLD WAR II
BY MINISTERIAL CATEGORY

Status During World War II	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
C.P.S. Camp	78	1	32	8	11	7	11	3	3	2	-
Non-combatant	28	1	12	3	2	3	2	-	5	-	-
Armed Forces	60	4	34	8	3	5	3	1	2	-	-
Clergyman	535	6	237	65	32	80	50	8	4	46	7
Farmer	113	1	43	14	29	3	7	1	5	9	1
Work of National Importance	56	1	15	10	14	3	3	-	8	2	-
Handicapped	61	-	22	11	8	3	5	3	4	3	2
Too Young	249	89	84	25	9	10	5	12	8	-	7
Too Old	365	-	65	27	46	20	36	7	19	142	3
No Report	108	9	8	6	13	5	5	2	9	44	7

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-58

NUMBER OF YEARS 266 MINISTERS, WHO WITHDREW
FROM THE PASTORATE, WERE IN THE
PASTORAL MINISTRY

Number of Years a Pastor	Ministerial Classification		Number of Years a Pastor	Ministerial Classification	
	With- draw "A"	With- draw "B"		With- draw "A"	With- draw "B"
Total	139	127			
1	9	7	26	-	-
2	12	12	27	-	1
3	8	15	28	-	1
4	11	5	29	-	-
5	6	10	30	2	2
6	4	9	31	1	2
7	5	1	32	1	1
8	2	4	33	-	-
9	2	5	34	1	-
10	7	7	35	1	-
11	6	7	36	-	-
12	6	6	37	-	-
13	5	1	38	-	-
14	4	-	39	-	-
15	4	2	40	-	1
16	2	1	41	-	-
17	1	3	42	-	-
18	3	-	43	-	-
19	3	-	44	-	-
20	4	4	45	-	-
21	2	-	46	-	-
22	-	-	47	-	-
23	3	1	48	-	1
24	-	1	49	1	-
25	4	-	Not Listed	19	17

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-59
 LONGEST PASTORATE (L), NUMBER OF YEARS A PASTOR (T), AND AVERAGE LENGTH OF PASTORATE (A) OF
 1244 PASTORS AND MINISTERS
 BY MINISTERIAL CATEGORY

Number of Years a Pastor	Classification of Pastors and Ministers														
	Full-Time					Part-Time					Withdraw "A"				
	L	T	A	L	T	A	L	T	A	L	T	A	L	T	A
1	24	18	27	11	9	15	10	11	16	13	6	18	3	2	3
2	44	22	93	12	8	19	16	8	17	25	16	29	4	4	16
3	68	30	104	18	9	32	17	9	26	17	14	24	5	4	16
4	49	27	95	19	9	27	11	7	32	13	6	11	7	6	18
5	58	30	80	19	8	17	9	6	17	10	9	10	5	-	9
6	58	31	53	12	3	6	12	5	6	6	10	4	9	2	6
7	57	20	20	10	8	8	16	9	4	6	6	2	4	2	9
8	30	23	14	7	7	4	11	3	3	3	2	8	6	4	5
9	27	23	12	4	10	2	6	5	2	2	5	1	6	2	3
10	29	20	2	9	8	8	10	4	4	6	8	4	6	2	3
11	12	16	5	5	3	1	-	5	-	3	5	2	7	2	2
12	16	20	1	3	6	1	3	8	2	2	6	1	3	2	5
13	8	17	4	2	4	1	-	5	-	2	1	-	3	2	3
14	6	21	4	4	8	2	6	4	-	1	1	-	4	1	2
15	8	20	1	3	7	2	1	4	-	2	2	1	2	3	-
16	3	13	-	3	4	-	-	3	-	1	2	-	1	-	1
17	5	11	-	1	3	1	1	2	-	-	-	-	11	4	-
18	1	10	-	3	6	2	-	2	1	-	2	-	-	4	-
19	4	15	1	3	5	3	1	2	1	1	1	-	3	4	-
20	1	18	-	1	2	1	-	5	1	3	4	1	4	5	3

TABLE III-59--Continued

Number of Years a Pastor	Classification of Pastors and Ministers													
	Full-Time				Part-Time				Withdraw "A"				Withdraw "B"	
	L	T	A	L	L	T	A	L	L	T	A	L	T	A
21	1	12	-	1	-	4	1	-	-	4	-	2	1	-
22	-	5	-	1	-	2	1	-	-	1	1	1	-	-
23	1	7	-	1	-	1	2	-	-	2	-	-	2	-
24	1	6	-	-	-	1	-	-	-	1	-	-	2	-
25	2	7	-	1	-	1	-	-	-	2	-	3	4	1
26	1	8	-	1	-	3	-	-	-	3	-	2	-	1
27	-	3	-	-	-	2	1	-	-	1	-	1	1	-
28	-	7	-	1	-	2	2	-	-	2	-	-	4	-
29	1	2	-	-	-	1	1	-	-	2	-	-	1	-
30	-	2	-	1	-	-	-	-	-	2	-	2	2	1
31	-	9	-	-	-	2	-	-	-	1	-	1	2	1
32	-	4	-	-	-	-	2	-	-	2	-	-	3	-
33	-	1	-	1	-	2	1	-	-	-	-	1	4	2
34	-	3	-	-	-	-	-	-	-	3	-	-	4	-
35	-	5	-	-	-	-	1	-	-	1	-	2	2	-
36	1	4	-	1	-	-	-	-	-	-	-	-	1	-
37	-	2	-	-	-	2	-	-	-	-	-	-	4	-
38	-	5	-	-	-	2	-	-	-	-	-	2	5	-
39	-	3	-	-	-	1	-	-	-	-	-	-	-	-
40	-	4	-	1	-	-	-	-	-	-	-	1	4	2
41	-	1	-	-	-	1	-	-	-	-	-	-	1	-
42	-	1	-	-	-	2	-	-	-	-	-	-	-	-
43	-	2	-	-	-	-	-	-	-	-	-	-	1	-
44	-	2	-	-	-	-	-	-	-	-	-	-	3	-
45	-	2	-	-	-	2	-	-	-	-	-	-	-	-

TABLE III-59--Continued

Number of Years a Pastor	Classification of Pastors and Ministers														
	Full-Time					Part-Time					Withdraw "A"				
	L	T	A	L	T	L	T	A	L	T	L	T	A	L	T
46	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
47	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
48	-	2	-	1	1	-	-	1	-	-	-	-	-	-	-
49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
51	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
55	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
No Report	36	36	36	17	17	17	17	17	8	8	8	10	10	136	136
Total	552	552	552	177	177	177	177	177	139	139	139	127	127	248	248

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-60

ANALYSIS, BY MODE, MEAN, MEDIAN AND STANDARD DEVIATION,
OF THE NUMBER OF HOURS PER WEEK, 552 FULL-TIME
AND 177 PART-TIME PASTORS SPEND IN
CHURCH WORK

Type of Ministry	Number of Hours per Week by Statistical Measurement			
	Mode	Mean	Medium	Standard Deviation
Full-Time	50-59	61.3	62.0	10.2
Part-Time	10-19	21.4	14.4	13.6

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

2

TABLE III-61

AVERAGE NUMBER OF HOURS PER WEEK 1653 PASTORS AND MINISTERS SPENT IN CHURCH WORK
BY MINISTERIAL CATEGORY

Number of Hours	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
None	41	8	-	-	1	6	8	1	4	11	2
1 - 9	401	45	-	41	84	34	77	13	44	59	4
10 - 19	154	8	-	56	42	9	10	3	6	19	1
20 - 29	63	5	5	31	6	-	4	-	1	10	-
30 - 39	35	4	2	19	4	1	1	-	-	4	-
40 - 49	104	9	63	11	1	8	3	3	-	3	3
50 - 59	207	8	153	4	-	22	4	9	-	3	4
60 - 69	227	4	188	5	-	26	-	2	-	-	2
70 and over	133	2	110	1	1	13	-	1	-	3	2
No Report	288	19	31	9	28	20	20	5	12	136	8

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-62

AVERAGE NUMBER OF HOURS PER WEEK 1653 PASTORS AND MINISTERS SPENT IN WORK OR OCCUPATION
OTHER THAN CHURCH WORK BY MINISTERIAL CATEGORY

Number of Hours	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
None	184	12	134	4	1	9	-	3	1	15	5
1 - 9	63	-	41	3	1	3	5	1	1	8	-
10 - 19	55	3	29	7	2	3	-	-	-	9	2
20 - 29	52	9	6	19	2	2	6	-	1	7	-
30 - 39	73	5	4	28	9	3	7	3	2	12	-
40 - 49	275	27	1	66	63	23	49	8	29	6	3
50 - 59	128	8	1	22	36	15	23	7	12	3	1
60 - 69	56	4	3	8	12	8	10	3	4	2	2
70 and over	41	7	2	1	11	2	6	-	6	4	2
No Report	726	37	331	19	30	71	21	12	11	182	12

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-63

PROVISION FOR AND ADEQUACY OF PARSONAGE OR HOUSE OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Provision and Adequacy of Parsonage	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Adequate Parsonage	616	38	432	48	13	23	8	5	4	36	9
Inadequate Parsonage	108	3	76	19	2	4	-	2	1	1	-
Adequate Allowance	98	5	13	14	1	38	11	6	3	4	3
Inadequate Allowance	45	1	5	15	4	8	1	3	1	6	1
No Parsonage or Allowance	387	21	12	60	75	52	72	17	35	38	5
Other	112	18	3	9	33	6	12	2	5	21	3
No Report	287	26	11	12	39	8	23	2	18	142	6

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-64

THE MEAN ($\bar{x}$), MEDIAN, STANDARD DEVIATION, AND PLUS AND MINUS VALUES
OF STANDARD DEVIATION OF THE RENTAL VALUES OF THE HOMES
OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Classification of Pastors and Ministers	Rental Values of Homes by Statistical Measurement			
	$\bar{x}$	Median	+	-
Student Minister	\$ 881.25	\$ 738	\$1,454.25	\$ 308.25
Full-Time	668.29	516	1,082.29	254.29
Part-Time	749.18	539	1,268.18	230.18
Free Minister	861.83	567	1,416.83	306.83
Withdraw "A"	880.19	582	1,432.19	328.19
Withdraw "B"	1,062.50	1,200	1,665.50	459.50
Church Related	1,373.08	1,350	2,051.08	695.08
Never Pastor	1,821.43	1,687	2,136.43	1,506.43
Retired	812.50	677	1,178.50	446.50
Others	1,054.67	1,050	1,459.67	649.67
1 Through 10	814.58	577	1,348.58	280.58

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE III-65
YEARLY RENTAL VALUES OF THE PARSONAGE OR HOME OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Rental Values	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Under \$300.00	63	6	16	13	7	4	5	2	3	7	-
\$ 300.00-\$ 599.00	253	16	126	53	13	8	13	4	2	16	2
\$ 600.00-\$ 899.00	392	28	196	41	31	29	23	7	13	22	2
\$ 900.00-\$1,199.00	186	5	89	9	14	28	11	6	7	13	4
\$1,200.00-\$1,499.00	174	6	78	10	9	30	18	4	4	12	3
\$1,500.00-\$1,799.00	49	1	19	2	2	10	10	1	3	1	-
\$1,800.00-\$2,099.00	22	-	7	1	2	6	1	1	3	-	1
\$2,100.00 and above	8	-	-	-	-	1	3	1	2	1	-
No Report	506	50	21	48	89	23	43	11	30	176	15

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-66

NUMBER OF WEEKS VACATION CHURCH OR EMPLOYING AGENCY PROVIDES FOR
1653 PASTORS AND MINISTERS BY MINISTERIAL CATEGORY

Number of Weeks	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
No	190	19	10	46	42	7	20	6	13	24	3
One	41	3	5	9	9	1	6	2	2	4	-
Two	420	17	225	67	18	22	30	3	9	25	4
Three	84	2	26	12	12	9	8	1	10	3	1
Four	421	5	253	22	9	74	16	16	5	15	6
Five	9	-	5	-	1	-	2	-	-	-	1
Six	7	-	1	2	1	1	-	-	-	2	-
Seven or more	27	-	-	-	13	3	5	2	2	2	-
Other	36	5	7	5	-	4	5	4	3	1	2
No Report	418	61	20	14	62	18	35	3	23	172	10

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-67

ANNUAL TRAVEL ALLOWANCE OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Travel Allowance	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
None	524	39	100	104	72	44	65	17	24	45	14
Under \$150.00	74	8	17	14	10	9	6	2	4	3	1
\$ 150.00-\$ 299.00	88	3	42	13	4	5	3	2	5	9	2
\$ 300.00-\$ 449.00	192	7	134	15	9	5	8	2	5	6	1
\$ 450.00-\$ 599.00	96	2	72	5	2	6	1	1	-	5	2
\$ 600.00-\$ 749.00	122	1	104	6	2	3	2	-	-	3	1
\$ 750.00-\$ 899.00	37	-	33	3	1	-	-	-	-	-	-
\$ 900.00-\$1,049.00	35	23	1	1	6	2	1	-	-	-	1
\$1,050.00 or more	64	-	10	1	2	37	4	3	5	2	-
No Report	421	52	16	15	65	24	36	9	24	175	5

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-68

1653 PASTORS' AND MINISTERS' ESTIMATES OF ANNUAL TRAVEL ALLOWANCE
NEEDED TO ADEQUATELY COVER EXPENSES
BY MINISTERIAL CATEGORY

Estimated Travel Allowance	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
None	79	13	7	6	10	5	13	5	10	7	3
Under \$150.00	27	5	3	12	3	-	1	1	-	2	-
\$ 150.00 - \$ 299.00	39	4	6	16	3	4	-	-	1	5	-
\$ 300.00 - \$ 449.00	79	8	38	22	4	1	2	1	-	2	1
\$ 450.00 - \$ 599.00	60	1	35	10	4	2	3	-	1	3	1
\$ 600.00 - \$ 749.00	118	1	90	13	1	2	4	2	-	1	4
\$ 750.00 - \$ 899.00	85	1	79	1	1	1	-	-	-	1	1
\$ 900.00 - \$1,049.00	66	1	61	2	-	2	-	-	-	-	-
\$1,050.00 or more	42	1	30	2	2	3	2	-	-	1	1
No Report	1058	77	203	93	139	119	102	28	55	226	16

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-69

ALL OTHER ALLOWANCES (i.e., ELECTRIC, GAS, FUEL, etc.) RECEIVED BY 1653
PASTORS AND MINISTERS BY MINISTERIAL CATEGORY

Value of Allowances	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Allowances	1653	112	552	177	167	139	127	37	67	248	27
None	719	37	169	119	94	93	78	26	36	53	14
Under \$100.00	122	15	80	15	2	2	3	-	-	5	-
\$ 100.00- \$ 199.00	82	5	51	7	3	3	5	2	1	5	-
\$ 200.00- \$ 299.00	83	3	58	9	1	1	3	-	2	4	2
\$ 300.00- \$ 399.00	103	2	79	7	1	4	3	1	1	3	2
\$ 400.00- \$ 499.00	59	-	46	2	-	6	2	-	-	2	1
\$ 500.00- \$ 599.00	31	-	27	1	-	-	1	1	-	-	1
\$ 600.00- \$ 699.00	22	1	12	-	7	1	-	-	-	1	-
\$ 700.00-or more	12	-	9	-	2	-	1	-	-	-	-
No Report	420	49	21	17	66	21	31	6	27	175	7

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" Minister (6) Withdraw "B" Minister (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-70
DEGREE TO WHICH CHURCHES PROVIDE THE EXPENSES OF 1653 PASTORS AND MINISTERS TO
ANNUAL CONFERENCE BY MINISTERIAL CATEGORY

Expenses Provided to Annual Conference	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Yes	571	14	319	47	61	56	17	10	10	32	5
Partly	164	9	79	36	9	8	5	2	2	12	2
No	526	47	123	82	50	56	72	20	27	34	15
Other	24	1	14	2	4	2	-	-	1	-	-
No Report	368	41	17	10	43	17	33	5	27	170	5

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE III-71

THE DEGREE TO WHICH CHURCHES PROVIDE THE EXPENSES OF 1653 PASTORS AND MINISTERS TO REGIONAL AND DISTRICT CONFERENCES BY MINISTERIAL CATEGORY

Expenses Provided to Regional and District Conferences	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Yes	260	10	148	15	10	36	9	5	6	19	2
Partly	82	5	40	10	4	6	4	1	2	9	1
No	803	51	314	122	89	60	69	20	28	36	14
Other	15	2	4	2	1	2	1	-	-	2	1
No Report	493	44	46	28	63	35	44	11	31	182	9

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-72

YEARLY SALARY (RECEIVED ONLY FROM PARISH AND/OR FOR ADMINISTERING OTHER PASTORAL SERVICES)
OF 1653 PASTORS AND MINISTERS BY MINISTERIAL CATEGORY

Yearly Salary	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
None	133	16	7	5	36	13	19	7	8	18	4
Under \$1,000.00	130	19	8	50	25	7	4	1	3	13	-
\$1,000.00-\$1,999.00	90	6	15	48	2	2	3	-	1	12	1
\$2,000.00-\$2,999.00	84	10	29	35	2	1	2	1	1	3	-
\$3,000.00-\$3,999.00	294	7	260	14	2	1	-	1	2	4	3
\$4,000.00-\$4,999.00	198	4	171	4	1	7	2	1	-	5	3
\$5,000.00-\$5,999.00	36	-	31	-	2	1	-	-	1	-	1
\$6,000.00-\$6,999.00	12	-	11	1	-	-	-	-	-	-	-
\$7,000.00-\$7,999.00	3	-	1	-	1	1	-	-	-	-	-
\$8,000.00-\$8,999.00	-	-	-	-	-	-	-	-	-	-	-
\$9,000.00-\$9,999.00	-	-	-	-	-	-	-	-	-	-	-
\$10,000.00 and above	1	-	-	-	-	1	-	-	-	-	-
No Report	672	50	19	20	96	105	97	26	51	193	15

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-73

YEARLY SALARY (RECEIVED FROM DENOMINATIONAL AFFILIATED ORGANIZATIONS, SECULAR INSTITUTIONS
OR INDUSTRY) OF 1653 PASTORS AND MINISTERS BY MINISTERIAL CATEGORY

Yearly Salary	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
None	208	28	143	6	5	3	3	1	1	12	6
Under \$1,000.00	49	10	22	8	2	1	-	1	-	4	1
\$1,000.00-\$1,999.00	48	12	10	13	-	2	-	1	-	9	1
\$2,000.00-\$2,999.00	43	6	3	9	6	4	3	2	1	8	1
\$3,000.00-\$3,999.00	78	5	13	21	8	11	9	1	1	5	4
\$4,000.00-\$4,999.00	121	1	5	30	18	23	20	7	9	6	2
\$5,000.00-\$5,999.00	144	3	6	21	32	34	29	10	6	2	1
\$6,000.00-\$6,999.00	76	-	1	13	15	25	11	6	2	3	-
\$7,000.00-\$7,999.00	43	-	-	7	8	10	9	2	6	1	-
\$8,000.00-\$8,999.00	25	-	-	1	4	5	8	2	4	1	-
\$9,000.00-\$9,999.00	14	-	-	1	4	5	3	-	1	-	-
\$10,000.00 and above	41	-	-	1	11	4	11	3	11	-	-
No Report	763	47	350	46	54	12	21	1	25	197	10

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-74

1653 PASTORS' AND MINISTERS' ESTIMATES OF SALARY NEEDED TO ADEQUATELY
TAKE CARE OF NEEDS BY MINISTERIAL CATEGORY

Estimate of Salary	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
None	18	7	-	-	-	4	4	-	-	1	2
Under \$1,000.00	7	3	3	-	1	-	-	-	-	-	-
\$1,000.00-\$1,999.00	15	6	4	1	2	-	-	1	-	1	-
\$2,000.00-\$2,999.00	10	5	-	2	-	-	-	2	-	1	-
\$3,000.00-\$3,999.00	36	4	14	12	-	-	3	1	-	2	-
\$4,000.00-\$4,999.00	167	9	126	13	2	5	3	2	2	1	4
\$5,000.00-\$5,999.00	176	5	142	10	2	5	5	2	2	-	3
\$6,000.00-\$6,999.00	96	1	63	3	2	14	6	3	2	-	2
\$7,000.00-\$7,999.00	26	1	6	2	3	9	3	-	2	-	-
\$8,000.00-\$8,999.00	9	-	1	4	-	2	1	-	1	-	-
\$9,000.00-\$9,999.00	1	-	-	-	-	-	1	-	-	-	-
\$10,000.00 and above	9	-	1	-	1	3	1	1	2	-	-
No Report	1083	71	192	130	154	97	100	25	56	242	16

Source: Church of the Brethren Study, 1961

Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-75

THE DEGREE 1653 PASTORS' AND MINISTERS' WIVES WORK OUTSIDE THE HOME
BY MINISTERIAL CATEGORY

Degree Wife Works	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Yes--full-time ^A	218	19	54	34	10	36	22	15	12	8	8
Yes--part-time	201	7	77	29	18	31	20	7	5	6	1
No	938	40	411	101	113	63	67	12	34	90	7
No Report	296	46	10	13	26	9	18	3	16	144	11

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-76

WHY THE WIVES OF 1653 CHURCH OF THE BRETHREN PASTORS AND MINISTERS
WORK FULL OR PART-TIME OUTSIDE THE HOME
BY MINISTERIAL CATEGORY

Reason for Working	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Balance budget	156	19	58	24	6	19	14	5	3	4	4
Provide extras	65	3	19	12	4	11	8	1	5	2	-
To escape stereotype	6	1	1	2	1	1	-	-	-	-	-
Save toward future expenses	73	-	26	10	2	15	12	3	3	2	-
Personal satisfaction	67	-	16	9	10	10	5	2	4	7	4
Get out of house	4	-	-	2	2	-	-	-	-	-	-
Would be worked to death anyway	-	-	-	-	-	-	-	-	-	-	-
Other	42	7	9	3	4	5	3	1	2	6	2
No Report	1240	82	423	115	138	78	85	25	50	227	17

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE III-77

COMPARISON OF LONGEST PASTORATE, NUMBER OF YEARS SERVED AS A PASTOR, AND AVERAGE LENGTH OF PASTORATE OF 1244 PASTORS AND MINISTERS BY THE STATISTICAL MEASUREMENT OF THE MEAN, QUANTILE DEVIATIONS 1, 2 and 3, AND BY MINISTERIAL CATEGORY

Ministerial Classification	A Longest Pastorate				B Total Years Served				C Average Length of Pastorate			
	$\bar{x}$	Q_1	Q_2	Q_3	$\bar{x}$	Q_1	Q_2	Q_3	$\bar{x}$	Q_1	Q_2	Q_3
Full-Time Pastors	6.52	3.89	6.26	8.97	13.72	6.05	11.94	20.28	4.31	3.08	4.37	5.86
Part-Time Pastors	8.31	3.94	6.08	10.89	13.83	5.59	11.50	19.05	6.34	3.18	4.52	7.50
Withdraw "A"	6.12	3.39	6.21	8.66	11.73	4.68	10.63	18.13	4.17	2.94	4.19	5.41
Withdraw "B"	5.43	2.62	4.77	7.58	9.11	3.52	6.75	12.13	3.93	2.33	3.42	5.45
Retired Ministers	13.18	6.44	11.14	17.18	22.82	11.25	21	34.88	7.28	3.55	5.19	9.08

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE IV-1

PRE-MARITAL CHURCH AFFILIATION OF THE FATHERS OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Denominations of Fathers	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	522	177	167	139	127	37	67	248	27
Amish	3	2	-	-	-	-	1	-	-	-	-
Baptist	42	2	14	10	1	2	4	-	3	4	2
Christian Science	1	1	-	-	-	-	-	-	-	-	-
Congregational	3	1	-	1	-	1	-	-	-	-	-
Episcopal	3	-	2	1	-	-	-	-	-	-	-
E.U.B.	23	1	7	4	4	1	2	1	-	3	-
Lutheran	56	1	22	4	7	5	3	1	3	7	3
Mennonite	40	4	13	2	10	3	4	1	1	2	-
Methodist	64	5	28	9	2	4	5	2	4	4	1
Nazarene	1	-	1	-	-	-	-	-	-	-	-
Orthodox	-	-	-	-	-	-	-	-	-	-	-
Pentecostal	-	-	-	-	-	-	-	-	-	-	-
Presbyterian	21	2	11	-	3	3	-	-	-	1	1
Roman Catholic	13	3	5	-	2	1	1	-	-	1	-
Unit.-Universalist	-	-	-	-	-	-	-	-	-	-	-
Friends	5	1	1	1	-	1	1	-	-	-	-
Church of the Brethren	1077	72	361	110	101	101	81	27	44	167	13
M.B.C.	5	-	2	-	1	-	2	-	-	-	-
Others	72	7	24	8	4	6	6	1	2	10	4
None	200	10	58	25	31	10	12	4	8	39	3
No Report	24	-	3	2	1	1	5	-	2	10	-

Source: The Church of the Brethren Study, 1961

Recruitment and Conservation of the Ministry
Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-2

PRE-MARITAL CHURCH AFFILIATIONS OF THE MOTHERS OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Denominations of Mothers	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Amish	2	-	-	-	-	-	-	-	-	-	-
Baptist	47	5	18	5	5	1	2	-	3	6	2
Christian Science	-	-	-	-	-	-	-	-	-	-	-
Congregational	9	1	1	2	-	2	1	-	-	1	1
Episcopal	5	-	1	1	-	1	-	-	-	-	2
E.U.B.	43	2	13	9	3	3	7	1	-	3	2
Luthern	50	6	17	5	4	2	3	1	1	11	0
Mennonite	44	4	16	1	10	2	5	1	-	5	-
Methodist	103	8	35	17	5	9	7	-	7	13	2
Nazarene	-	-	-	-	-	-	-	-	-	-	-
Orthodox	-	-	-	-	-	-	-	-	-	-	-
Pentecostal	-	-	-	-	-	-	-	-	-	-	-
Presbyterian	19	3	4	3	2	2	1	-	1	3	-
Roman Catholic	7	-	3	1	1	2	-	-	-	-	-
Unit.-Universalist	-	-	-	-	-	-	-	-	-	-	-
Friends	4	-	2	1	-	-	-	1	-	-	-
Church of the Brethren	1079	71	369	100	105	101	79	31	48	158	17
M.B.C.	4	-	2	-	-	-	2	-	-	-	-
Others	93	6	36	11	11	8	7	-	-	13	1
None	128	4	32	21	21	5	9	2	6	28	-
No Report	16	-	3	-	-	1	4	-	1	7	-

Source: The Church of the Brethren Study, 1961 -- Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-3

DENOMINATION IN WHICH 1653 PASTORS AND MINISTERS WERE REARED
BY MINISTERIAL CATEGORY

Denomination	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Raised	1653	112	552	177	167	139	127	37	67	248	27
Amish	-	-	-	-	-	-	-	-	-	-	-
Baptist	29	-	7	5	5	-	3	-	3	5	1
Christian Science	-	-	-	-	-	-	-	-	-	-	-
Congregational	3	-	1	-	1	1	-	-	-	-	-
Episcopal	2	-	1	-	-	-	-	-	-	-	1
E.U.B.	18	-	9	3	1	2	-	1	-	2	-
Lutheran	12	-	5	2	1	-	1	-	1	2	-
Mennonite	28	2	10	1	6	-	3	2	-	3	1
Methodist	47	4	20	8	2	3	1	-	3	5	1
Nazarene	-	-	-	-	-	-	-	-	-	-	-
Orthodox	-	-	-	-	-	-	-	-	-	-	-
Pentecostal	-	-	-	-	-	-	-	-	-	-	-
Presbyterian	10	1	2	3	-	2	-	-	-	2	-
Roman Catholic	5	1	2	1	1	-	-	-	-	-	-
Unit.-Universalist	-	-	-	-	-	-	-	-	-	-	-
Friends	3	-	1	1	-	-	-	-	1	-	-
Church of the Brethren	1396	97	463	145	134	125	112	33	58	208	21
M.B.C.	4	-	2	-	-	1	1	-	-	-	-
Others	43	3	13	5	8	3	1	-	1	8	1
None	41	4	15	3	8	2	1	1	-	6	1
No Report	12	-	1	-	-	-	4	-	-	7	-

Source: The Church of the Brethren Study, 1961

Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-4

MAJOR MOTIVATION OF 1653 PASTORS AND MINISTERS FOR ENTERING THE MINISTRY
BY MINISTERIAL CATEGORY

Major Motivations	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
People encouraged me	604	39	186	62	75	56	43	16	30	93	4
Recognized need	112	4	35	11	13	11	13	6	2	14	3
Feeling of unrest	179	17	84	35	6	13	7	3	3	10	1
People need church	54	6	18	8	3	2	3	1	3	6	4
Witness to Christ	218	13	71	27	23	9	20	5	12	34	4
Opportunity for social action	48	5	18	3	2	7	7	-	3	1	2
Like to help people	88	11	32	10	5	11	7	2	3	5	2
Significant vocation	154	7	68	12	8	17	16	1	2	19	4
Interest and abilities suited	34	2	11	1	2	6	6	2	3	1	-
No Report	162	8	29	8	30	7	5	1	6	65	3

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-5

SECONDARY MOTIVATIONS OF 1653 PASTORS AND MINISTERS FOR ENTERING THE MINISTRY
BY MINISTERIAL CATEGORY

Secondary Motivations	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
People encouraged me	247	21	96	32	13	16	32	8	7	17	5
Recognized need	127	13	36	15	15	15	5	2	11	13	2
Feeling of unrest	129	9	61	10	8	9	9	2	5	15	1
People need church	75	7	28	10	5	4	6	2	4	8	1
Witness to Christ	118	4	35	23	16	9	9	-	6	14	2
Opportunity for social action	52	4	14	4	4	12	6	3	2	3	-
Like to help people	184	17	65	24	12	21	16	2	4	22	1
Significant vocation	149	7	61	21	12	12	7	4	1	22	2
Interest and abilities suited	94	8	34	12	7	12	8	4	-	8	1
No Report	478	22	122	26	75	29	29	10	27	126	12

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-6

MAJOR MOTIVATION OF 1653 PASTORS AND MINISTERS FOR REMAINING IN THE MINISTRY
BY MINISTERIAL CATEGORY

Major Motivations	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
People encouraged me	29	2	9	6	3	-	3	1	3	2	-
Recognized need	94	13	40	10	8	9	8	1	1	2	2
Feeling of unrest	14	4	3	2	1	1	-	1	-	2	-
People need church	75	5	41	5	4	8	3	2	-	7	-
Witness to Christ	161	13	86	19	8	6	9	5	3	7	5
Opportunity for social action	22	2	8	2	-	3	3	1	2	1	-
Like to help people	52	4	24	8	5	3	4	-	1	3	-
Significant vocation	80	6	47	8	4	11	1	1	-	2	-
Interest and abilities suited	20	1	4	1	-	9	3	-	2	-	-
No Report	1106	62	290	116	134	89	93	25	55	222	20

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) "A" Withdraw (6) "B" Withdraw (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-7

SECONDARY MOTIVATIONS OF 1653 PASTORS AND MINISTERS FOR REMAINING IN THE MINISTRY
BY MINISTERIAL CATEGORY

Secondary Motivations	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
People encouraged me	21	3	8	3	3	3	-	-	1	-	-
Recognized need	75	1	42	9	3	7	6	3	2	1	1
Feeling of unrest	14	9	-	-	1	2	-	-	-	2	-
People need church	112	6	70	10	4	8	4	2	1	6	1
Witness to Christ	46	4	22	10	3	2	1	1	-	3	-
Opportunity for social action	29	5	14	1	1	2	-	-	2	3	1
Like to help people	65	4	29	10	5	8	5	1	-	3	-
Significant vocation	54	3	25	4	2	4	11	-	1	4	-
Interest and abilities suited	36	6	20	1	-	4	1	1	1	2	-
No Report	1201	71	322	129	145	99	99	29	59	224	24

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-8
AGES OF 1653 PASTORS AND MINISTERS WHEN JOINED THE CHURCH
BY MINISTERIAL CATEGORY

Ages When Joined the Church	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
0 - 9	218	24	84	23	12	29	16	4	15	4	7
10 - 14	917	66	352	101	70	87	83	27	34	81	16
15 - 19	329	16	77	36	58	15	18	5	11	90	3
20 - 24	101	5	27	8	15	4	6	1	3	31	1
25 - 29	34	1	5	5	7	3	1	-	2	10	-
30 - 34	10	-	1	2	-	-	1	-	1	5	-
35 - 39	8	-	1	-	4	-	-	-	-	3	-
40 and over	3	-	1	-	-	-	1	-	-	1	-
No Report	33	-	4	2	1	1	1	-	1	23	-

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-9
AGES OF 1653 PASTORS AND MINISTERS WHEN FIRST THOUGHT ABOUT
THE POSSIBILITIES OF BECOMING A MINISTER
BY MINISTERIAL CATEGORY

Ages First Thought of Ministry	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
5 - 9	120	12	54	12	3	12	11	1	4	9	2
10 - 14	206	18	97	15	9	25	19	4	5	11	3
15 - 19	595	60	228	59	31	69	49	18	26	44	11
20 - 24	339	18	110	39	33	22	27	10	7	69	4
25 - 29	126	3	25	24	22	6	8	1	13	24	-
30 - 34	67	-	13	12	22	2	4	1	4	9	-
35 - 39	28	1	3	6	8	1	1	1	-	5	2
40 and over	18	-	8	3	5	-	-	-	-	1	1
No Report	154	-	14	7	34	2	8	1	8	76	4

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers
(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-10

AGES OF 1653 CHURCH OF THE BRETHREN PASTORS AND MINISTERS WHEN GIVEN APPROVAL TO ORDINATION
BY MINISTERIAL CATEGORY

Ages Given Approval to Ordination	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
5 - 9	-	-	-	-	-	-	-	-	-	-	-
10 - 14	2	-	-	-	1	1	-	-	-	-	-
15 - 19	191	18	72	14	11	26	22	3	7	15	3
20 - 24	564	21	257	57	25	64	35	16	16	65	8
25 - 29	303	13	105	34	28	27	36	8	10	38	4
30 - 34	170	-	49	25	30	13	16	2	3	31	1
35 - 39	97	-	28	19	23	2	9	1	6	9	-
40 and over	77	-	25	10	22	1	2	-	3	12	2
No Report	249	60	16	18	27	5	7	7	22	78	9

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-11

PERSONS WHO FIRST LED 1653 PASTORS AND MINISTERS INTO THE MINISTRY
BY MINISTERIAL CATEGORY

Persons Who First Led	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Father	87	7	24	12	6	13	9	2	5	8	1
Mother	119	6	56	12	7	5	9	2	4	16	2
Both parents	226	19	77	23	23	20	19	6	8	27	4
Sunday School teacher	72	6	19	8	4	6	10	-	4	15	-
Pastor	378	30	155	55	28	27	33	8	15	23	4
Missionary	30	3	11	4	3	3	1	-	1	4	-
College pastor	11	2	1	-	1	1	1	2	-	3	-
Cherished person	203	15	71	20	18	22	10	7	11	24	5
Camp leader	36	-	12	9	1	6	2	1	3	-	2
College teacher	33	4	6	2	3	7	6	1	-	3	1
Other	210	13	78	12	29	19	15	4	7	30	3
No Report	248	7	42	20	44	10	12	4	9	95	5

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-12

PERSONS WHO MOST ENCOURAGED 1653 PASTORS AND MINISTERS
IN THE DECISION TO ENTER THE MINISTRY
BY MINISTERIAL CATEGORY

Persons Who Most Encouraged	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
Father	75	4	21	8	6	9	8	4	4	11	-
Mother	124	15	41	13	10	13	11	6	4	10	1
Both parents	228	15	83	29	20	20	20	5	6	24	6
Sunday School teacher	43	4	13	6	5	2	2	2	4	5	-
Pastor	408	42	159	53	31	27	38	4	17	28	9
Missionary	17	-	4	5	2	1	1	-	2	2	-
College pastor	14	1	7	-	2	1	1	1	-	1	-
Cherished person	211	10	79	27	18	21	13	6	11	25	1
Camp leader	25	1	10	2	1	3	4	1	1	1	1
College teacher	61	5	23	7	1	9	4	1	2	8	1
Other	144	8	65	6	21	10	9	2	7	16	-
No Report	303	7	47	21	50	23	16	5	9	117	8

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-13

PERSONS WHO MOST DISCOURAGED 1653 PASTORS AND MINISTERS
FROM ENTERING THE MINISTRY
BY MINISTERIAL CATEGORY

Persons Who Most Discouraged	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Father	63	4	30	6	4	8	4	1	-	6	-
Mother	23	4	14	-	-	2	2	-	-	-	1
Both parents	24	3	10	3	2	1	2	-	1	1	1
Sunday School teacher	8	-	4	1	1	-	-	-	2	-	-
Pastor	37	4	14	4	3	3	3	-	2	-	4
Missionary	1	-	-	-	-	-	1	-	-	-	-
College pastor	9	2	2	1	1	1	1	1	-	-	-
Cherished person	64	9	28	6	1	5	2	1	5	6	1
Camp leader	5	-	1	1	-	1	2	-	-	-	-
College teacher	53	9	20	9	1	5	3	4	-	1	1
Other	196	16	79	17	22	19	14	4	5	17	3
No Report	1170	61	350	129	132	94	93	26	52	217	16

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-14
INCIDENT OR GROUP THAT MOST INFLUENCED 1653
PASTORS AND MINISTERS TO ENTER THE MINISTRY
BY MINISTERIAL CATEGORY

Incident or Group	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
Youth institute or camp	141	20	62	16	3	16	8	3	8	1	4
Evangelistic meetings	72	2	28	9	6	4	6	-	1	16	-
Personal crisis	97	13	47	8	2	8	9	1	4	3	2
Devotions and Bible study	157	12	51	25	15	9	11	4	8	19	3
Books and pamphlets	20	-	6	3	-	2	3	1	1	4	-
Some college group	59	2	22	2	2	8	6	4	5	7	1
Normal worship	101	10	42	16	5	9	6	2	3	7	1
Call of church	679	23	181	68	107	54	57	15	26	140	8
Sermons	49	6	17	7	5	2	4	-	2	6	-
Other	188	21	82	12	13	20	11	6	6	10	7
No Report	90	3	14	11	9	7	6	1	3	35	1

Source: Church of the Brethren Study, 1961

Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-15

APPROXIMATE LENGTHS OF "INNER STRUGGLE" 1653 PASTORS AND MINISTERS
EXPERIENCED BEFORE MAKING DECISION TO BECOME A MINISTER
BY MINISTERIAL CATEGORY

Lengths of Inner Struggle	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
None	435	6	137	40	47	34	44	11	18	86	12
Few days or weeks	155	9	41	13	20	18	10	3	13	27	1
A few months	235	11	81	36	17	22	16	8	16	25	3
1 - 2 years	281	29	100	39	22	24	28	7	8	20	4
3 - 4 years	144	14	63	20	6	19	7	3	1	11	-
5 - 6 years	51	3	24	4	3	4	6	2	2	3	-
7 - 8 years	24	3	9	6	2	1	2	-	-	1	-
9 years or more	64	5	31	5	9	-	5	-	2	5	2
Continuous struggle	103	28	34	10	11	7	4	3	1	4	1
Other	55	3	21	2	11	3	2	-	-	11	2
No Report	106	1	11	2	19	7	3	-	6	55	2

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-16
MOST IMPORTANT REASONS 1653 PASTORS AND MINISTERS GAVE FOR
RELUCTANCE IN MAKING DECISIONS TO BECOME MINISTERS
BY MINISTERIAL CATEGORY

Reasons For	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Reluctance	1653	112	552	177	167	139	127	37	67	248	27
Unworthiness	419	26	130	56	62	27	29	4	13	69	3
Interest in other vocations	286	28	110	26	12	37	25	11	13	24	-
Financial problems	91	5	43	12	4	3	11	1	3	7	2
Uncertain of call	140	14	48	15	6	17	14	8	6	8	4
Doubts regarding faith	37	11	8	3	4	2	2	2	3	1	1
Preparation too long	18	-	6	1	6	2	1	-	-	-	2
Consideration of parents, wife and family	41	3	17	5	3	2	4	1	3	2	1
To be a minister is serious business	162	9	64	21	18	12	11	3	2	20	2
Other	116	7	46	11	11	11	8	3	7	12	-
No Report	343	9	80	27	41	26	22	4	17	105	12

Source: Church of the Brethren Study, 1961 -- Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-17

THE NUMBER OF 1653 PASTORS AND MINISTERS WHO FELT AT TIME OF ORDINATION
THAT THEIR ENTERING THE MINISTRY WAS A CALL FROM GOD
BY MINISTERIAL CATEGORY

Number Assured of Call	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Absolutely sure	417	21	164	45	48	23	29	6	9	64	8
Sure	766	48	280	81	70	84	63	15	18	94	13
Undecided	293	41	86	35	23	21	28	13	24	20	2
Sure that it was not	2	1	-	-	-	-	-	-	-	1	-
Absolutely sure that it was not	1	-	-	-	-	-	1	-	-	-	-
No Report	174	1	22	16	26	11	6	3	16	69	4

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-18

THE NUMBER OF 1653 PASTORS AND MINISTERS WHO FEEL THAT THEIR ENTERING THE MINISTRY
WAS A CALL FROM GOD
BY MINISTERIAL CATEGORY

Number Assured of Call	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Absolutely sure	557	35	244	75	60	31	20	8	8	66	10
Sure	684	42	254	69	65	83	61	12	14	72	12
Undecided	177	32	33	16	11	14	25	14	20	10	2
Sure that it was not	18	2	-	3	1	-	3	1	5	3	-
Absolutely sure that it was not	4	-	-	-	-	-	3	-	-	1	-
No Report	213	1	21	14	30	11	15	2	20	96	3

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) "Withdrawal" Minister (6) "Withdrawal" Minister (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-19

NUMBER OF YOUNG MEN OF JUNIOR HIGH AGE IN CONGREGATION WHO,
IN THE JUDGMENT OF 1653 PASTORS AND MINISTERS, SEEM TO HAVE
THE QUALIFICATIONS FOR BECOMING GOOD PASTORS
BY MINISTERIAL CATEGORY

Number of Junior High Age in Congregation	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
None	266	12	89	75	29	5	22	2	10	20	2
One	289	13	162	40	16	15	11	2	12	14	4
Two	225	18	128	21	14	9	7	3	7	15	3
Three	76	3	43	5	9	5	5	-	2	4	-
Four	31	2	18	-	3	2	2	1	-	2	1
Five	7	-	2	2	1	1	-	1	-	-	-
Six	5	1	2	-	1	1	-	-	-	-	-
Seven	2	-	2	-	-	-	-	-	-	-	-
Eight or more	2	-	-	-	-	1	-	1	-	-	-
No Report	750	63	106	34	94	100	80	27	36	193	17

Source: Church of the Brethren Study, 1961

Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student (2) Full-time (3) Part-time (4) "Free" (5) Withdraw (6) Withdraw "A" (7) Church (8) Never (9) Retired (10) All Others
Pastor Pastor Pastor Minister Minister Pastor Pastor Minister Minister

TABLE IV-20

NUMBER OF YOUNG MEN OF SENIOR HIGH AGE IN CONGREGATION WHO, IN THE JUDGMENT OF 1653 PASTORS AND MINISTERS, SEEM TO HAVE THE QUALIFICATIONS FOR BECOMING GOOD PASTORS BY MINISTERIAL CATEGORY

Number of Senior High Men in Congregation	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
None	373	15	181	65	33	9	24	2	16	25	3
One	314	20	168	37	31	11	13	2	13	16	3
Two	124	3	64	9	11	7	11	2	2	13	2
Three	48	4	23	2	5	6	1	2	2	2	1
Four	11	1	4	-	1	4	-	-	-	1	-
Five	3	-	1	-	1	-	-	-	-	1	-
Six	-	-	-	-	-	-	-	-	-	-	-
Seven	1	-	1	-	-	-	-	-	-	-	-
Eight or more	2	-	-	-	1	-	-	1	-	-	-
No Report	777	69	110	64	84	102	78	28	34	190	18

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-21

NUMBER OF YOUNG MEN OF COLLEGE AGE IN CONGREGATION WHO, IN THE JUDGMENT OF
1653 PASTORS AND MINISTERS, SEEM TO HAVE THE
QUALIFICATIONS FOR BECOMING GOOD PASTORS
BY MINISTERIAL CATEGORY

Number of Young Men in Congregation	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
None	443	20	225	82	37	9	25	2	9	32	2
One	304	8	159	39	27	13	19	3	14	21	1
Two	114	9	49	11	14	9	4	3	6	6	3
Three	30	1	9	1	5	5	1	1	2	4	1
Four	4	-	-	-	1	2	-	-	-	-	1
Five	1	-	-	-	1	-	-	-	-	-	-
Six	-	-	-	-	-	-	-	-	-	-	-
Seven	1	-	1	-	-	-	-	-	-	-	-
Eight or more	4	-	-	-	-	2	-	2	-	-	-
No Report	752	74	109	44	82	99	78	26	36	185	19

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-22

NUMBER OF PERSONS LICENSED OR ORDAINED UNDER THE MINISTRY
OF 1653 MINISTERS AND PASTORS
BY MINISTERIAL CATEGORY

Number of Persons Licensed or Ordained	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
None	591	76	199	85	49	30	62	17	31	30	12
One	223	3	102	37	17	23	15	1	3	21	1
Two	173	2	83	14	16	22	12	2	1	19	2
Three	121	2	47	11	13	16	8	-	-	23	1
Four	78	-	41	5	6	10	4	-	-	11	1
Five	46	-	23	4	3	4	2	-	-	9	1
Six	20	-	8	1	2	3	2	-	-	4	-
Seven	11	-	6	1	1	1	-	-	-	2	-
Eight	9	-	1	-	2	1	-	-	-	5	-
Nine or more	25	-	9	1	3	6	1	1	-	4	-
No Report	356	29	33	18	55	23	21	16	32	120	9

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-23

NUMBER OF PERSONS WHO HAVE GONE INTO FULL-TIME SERVICE
UNDER THE MINISTRY OF 371 MINISTERS
BY NUMBER PER MINISTER AND
PER CENT OF TOTAL IN EACH
NUMERICAL GROUPING

Number of Persons Credited to Minister	Number of Pastors in Full-Time Service Total 371	Total 100 Per Cent
One	199	53.6
Two	85	23.0
Three	41	11.1
Four	25	6.7
Five	7	1.9
Six	2	.5
Seven	3	.8
Eight	2	.5
Nine	7	1.9

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE IV-24
 DISTRIBUTION OF 710 PERSONS WHO WENT INTO FULL-TIME PASTORAL SERVICE
 UNDER THE MINISTRY OF 1410 PASTORS AND MINISTERS
 BY MINISTERIAL CATEGORY, NUMBER IN CATEGORY,
 AND AVERAGE ACCREDITED TO
 EACH PASTOR AND MINISTER

Ministerial Category	Total Number of Ministers in Category and Average Accredited			Number of Pastors Who Indicated Individuals Went into Full- Time Service Under Their Ministry and Average Accredited to Each	
	Number in Category	Number of Per- sons Led into Pastoral Service	Average per Minister	Number	Average per Minister
2	552	323	.58	167	1.93
3	177	51	.28	34	5.20
4	167	61	.36	31	1.96
5	139	127	.91	50	2.54
6	127	39	.30	24	1.62
9	248	109	.43	53	2.05

Source: The Church of the Brethren Study, 1961
 Recruitment and Conservation of the Ministry

TABLE IV-25
NUMBER OF PERSONS WHO WENT INTO FULL-TIME PASTORAL SERVICE UNDER THE MINISTRY
OF 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Number of Persons	Total	Classification of Ministers and Pastors									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
None	680	72	271	99	49	41	62	14	24	36	12
One	199	1	90	24	18	23	14	1	2	25	1
Two	85	2	38	5	4	10	5	-	2	17	2
Three	41	-	19	3	4	7	3	-	-	5	-
Four	25	-	11	2	4	4	1	-	-	3	-
Five	7	-	5	-	-	-	1	-	-	1	-
Six	2	-	1	-	-	1	-	-	-	-	-
Seven	3	-	-	-	1	2	-	-	-	-	-
Eight	2	-	2	-	-	-	-	-	-	-	-
Nine or more	7	-	1	-	-	3	-	1	-	2	-
No Report	602	37	114	44	87	48	41	21	39	159	12

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE IV-26

DISTRIBUTION OF 635 PERSONS WHO ANTICIPATED THE MINISTRY BUT NEVER FOLLOWED THROUGH UNDER THE MINISTRY OF 1410 PASTORS AND MINISTERS BY MINISTERIAL CATEGORY, NUMBER IN CATEGORY, AND AVERAGE ACCREDITED TO EACH PASTOR AND MINISTER

Ministerial Category	Total Number of Individuals in Category and Average Accredited to Each			Number of Pastors Who Indicated Individuals Contemplated the Ministry But Never Followed Through and Average Accredited to Each	
	Number in Category	Number of Persons Who Failed to Follow Through	Average per Minister	Number	Average Accredited per Minister
2	552	314	.56	185	1.69
3	177	81	.45	56	1.44
4	167	35	.20	18	1.94
5	139	112	.80	42	2.66
6	127	49	.38	29	1.68
9	248	44	.17	26	1.69

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE IV-27

NUMBER OF PERSONS, UNDER THE MINISTRY OF 1653 PASTORS AND MINISTERS,
WHO CONTEMPLATED THE MINISTRY BUT NEVER FOLLOWED THROUGH
BY MINISTERIAL CATEGORY

Number of Persons	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
None	507	59	197	59	42	26	46	11	24	33	10
One	197	10	98	34	11	14	12	1	1	13	3
Two	117	3	56	19	2	10	15	1	2	9	-
Three	40	-	22	3	1	10	1	-	-	3	-
Four	17	1	7	-	3	3	1	-	-	1	1
Five	5	-	2	-	1	1	-	-	1	-	-
Six	1	-	-	-	-	1	-	-	-	-	-
Seven	1	-	-	-	-	1	-	-	-	-	-
Eight	-	-	-	-	-	-	-	-	-	-	-
Nine or more	3	-	-	-	-	2	-	1	-	-	-
No Report	765	39	170	62	107	71	52	23	39	189	13

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-28
NUMBER OF MINISTERS ORDAINED IN 1653 BRETHREN CHURCHES
IN THE LAST TWENTY YEARS
BY MINISTERIAL CATEGORY

Number of Ministers Ordained	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
None	327	13	150	58	18	14	28	3	6	33	4
1 - 2	474	31	219	71	38	17	29	4	12	47	6
3 - 4	232	17	90	18	40	16	11	2	9	28	1
5 - 6	72	7	24	6	15	2	6	3	1	7	1
7 - 8	30	2	6	2	12	4	2	-	-	1	1
9 - 10	22	1	3	-	5	3	3	1	3	1	2
11 - 12	4	-	1	-	-	1	-	-	-	2	-
13 - 14	2	-	-	-	1	-	-	-	-	1	-
15 or more	7	-	1	-	1	2	1	2	-	-	-
No Report	483	41	58	22	37	80	47	22	36	128	12

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE IV-29

INTERESTS OF ADULTS IN THE CHURCH TOWARD YOUTH AS EVALUATED
BY 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Interest of Adults in Youth	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Very much interested	223	13	62	29	23	17	19	4	7	43	6
Generally interested	798	51	315	92	87	46	57	16	29	98	7
Neither par- ticularly interested nor oppressive	339	22	143	49	29	31	23	12	15	10	5
Generally uninterested	38	2	19	2	3	4	2	-	3	2	1
Very much uninterested	2	1	-	-	1	-	-	-	-	-	-
No Report	253	23	13	5	24	41	26	5	13	95	8

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-30

ROLES OF THE BRETHREN COLLEGE FOR RECRUITING YOUNG MEN FOR THE MINISTRY
AS EVALUATED BY 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Roles of the College Recruiting	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Be held responsible	58	3	21	5	4	4	5	1	3	11	1
Expect to recruit	322	21	131	37	32	31	13	6	9	39	3
Be interested in	936	67	357	104	82	78	81	23	35	93	16
No special role	13	-	2	4	4	-	1	-	-	2	-
Recruit both religious and secular	133	14	28	14	12	17	14	5	9	19	1
No responsibility	14	-	2	2	6	-	-	1	1	1	1
No Report	177	7	11	11	27	9	13	1	10	83	5

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) "A" Minister (6) "B" Minister (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-31
MOST POWERFUL INFLUENCES AT WORK FOR GUIDING YOUNG MEN INTO THE MINISTRY
AS EVALUATED BY 1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Influences Guiding Young Men	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Vital church program	371	29	140	42	30	41	33	13	17	20	6
Effective pastor	209	24	68	28	14	20	21	5	7	14	8
Christian parents	452	16	202	37	30	42	30	7	20	63	5
Call of God	355	28	100	46	56	14	26	4	14	64	3
Opportunities for service	62	6	15	9	4	11	5	5	1	6	-
Men called by church	60	3	13	9	13	5	1	1	1	13	1
No Report	144	6	14	6	20	6	11	2	7	68	4

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers
(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE IV-32

WHAT 1653 PASTORS AND MINISTERS BELIEVE TO BE THE GREATEST OBSTACLE
IN RECRUITING YOUNG MEN FOR THE MINISTRY
BY MINISTERIAL CATEGORY

Obstacles in Recruiting Men	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
No recruiting program	314	28	116	29	23	35	25	9	6	35	8
Training period too long	56	2	14	14	7	2	4	-	2	10	1
Opposition of parents	48	1	19	5	3	8	1	-	4	6	1
Little opportunity for advancement	40	3	13	4	4	4	5	1	1	5	-
"Glass house" life of minister	40	8	17	3	2	2	1	2	3	1	1
Youth question validity of ministry	106	14	44	7	-	15	12	5	4	2	3
Appeal of other professions	631	34	226	78	69	41	51	13	24	90	5
Inconsistency of many church members	129	4	48	20	12	11	7	2	6	16	3
Other	105	8	42	8	15	12	9	1	5	4	1
No Report	184	10	13	9	32	9	12	4	12	79	4

Source: The Church of the Brethren Study, 1961 -- Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE V-1

THE YEAR 266 MINISTERS WITHDREW FROM THE PASTORATE
BY MINISTERIAL CATEGORY

Year Left the Pastorate	Ministerial Category		Year Left the Pastorate	Ministerial Category	
	Withdraw "A"	Withdraw "B"		Withdraw "A"	Withdraw "B"
Total	139	127			
1919	-	1	1941	1	2
1920	-	-	1942	3	3
1921	-	-	1943	1	3
1922	-	-	1944	3	2
1923	-	1	1945	2	2
1924	-	-	1946	2	4
1925	-	1	1947	3	1
1926	-	1	1948	3	5
1927	-	1	1949	5	5
1928	1	-	1950	3	7
1929	1	2	1951	6	6
1930	-	1	1952	6	4
1931	1	3	1953	4	2
1932	-	-	1954	8	3
1933	1	1	1955	8	8
1934	-	-	1956	13	9
1935	-	-	1957	8	5
1936	1	3	1958	11	10
1937	2	-	1959	18	7
1938	2	-	1960	5	3
1939	2	1			
1940	2	1	No Reply	13	18

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE VI-1
NUMBER OF 1653 PASTORS AND MINISTERS WHO TOOK PERSONALITY TESTS
BEFORE ENTERING THE MINISTRY
BY MINISTERIAL CATEGORY

Scale	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Yes	282	50	132	23	8	23	11	12	6	12	5
No	1281	61	408	147	151	113	113	25	57	186	20
No Reply	90	1	12	7	8	3	3	-	4	50	2

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE VI-2

NUMBER OF 1653 PASTORS AND MINISTERS WHO TOOK VOCATIONAL TESTS
BEFORE ENTERING THE MINISTRY
BY MINISTERIAL CATEGORY

Scale	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	56	552	177	167	139	127	37	67	248	27
Yes	322	56	167	27	2	23	11	12	6	12	6
No	1229	55	368	141	151	113	113	25	57	186	20
No Report	102	1	17	9	14	3	3	-	4	50	1

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-3

HOW 1653 PASTORS AND MINISTERS FEEL ABOUT MINISTERIAL CANDIDATES SUBMITTING TO
PERSONALITY TESTS BEFORE BEING ORDAINED

Scale	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Definitely Agree	445	30	172	32	25	59	51	15	20	35	6
Agree	633	42	232	74	54	56	41	16	24	82	12
Undecided	295	22	86	43	40	17	22	5	11	44	5
Disagree	109	14	31	14	19	3	8	-	2	18	-
Definitely Disagree	30	3	6	5	9	1	3	-	3	-	-
No Report	141	1	25	9	20	3	2	1	7	69	4

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-4
HOW 1653 PASTORS AND MINISTERS FEEL ABOUT MINISTERIAL CANDIDATES
BEING EXAMINED BEFORE ORDINATION
BY MINISTERIAL CATEGORY

Scale	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Definitely Agree	580	44	212	55	49	65	43	16	25	64	7
Agree	616	36	228	70	70	47	47	16	21	70	11
Undecided	215	20	73	29	12	16	23	4	8	26	4
Disagree	78	6	18	11	12	6	7	-	6	12	-
Definitely Disagree	22	3	5	4	5	1	2	-	-	-	2
No Report	142	3	16	8	19	4	5	1	7	76	3

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-5

THE POSITION 1653 PASTORS AND MINISTERS FEEL THAT THE CHURCH
SHOULD TAKE ON EDUCATIONAL STANDARDS BEFORE ORDINATION
BY MINISTERIAL CATEGORIES

Educational Standards for Ministry	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Demand college and seminary	187	26	70	11	4	24	15	6	10	18	3
Waive standards if necessary for few	217	13	70	26	14	21	23	5	6	34	5
Provide course of instructions for untrained	825	55	344	99	59	77	52	23	33	69	14
Standards left in the hands of individual church	143	4	19	24	41	5	11	1	4	33	1
Education should not be criteria for ordination	170	13	44	13	34	7	20	2	6	29	2
No Report	111	1	5	4	15	5	6	-	8	65	2

Source: The Church of the Brethren Study, 1961 -- Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-6

THE DEGREE 1653 PASTORS AND MINISTERS FEEL PREPARED TO HANDLE
MOST PASTORAL SITUATIONS THAT ARISE IN THE PASTORATE
BY MINISTERIAL CATEGORY

Degree of Preparedness	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Preparedness	1653	112	552	177	167	139	127	37	67	248	27
Yes	683	32	330	88	32	83	51	14	7	40	6
No	267	35	54	28	39	14	28	3	20	42	4
Something to be desired	374	31	138	47	52	26	26	8	9	28	9
Other	45	3	17	3	2	-	5	4	-	8	3
No Report	284	11	13	11	42	16	17	8	31	130	5

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) "A" Minister (6) "B" Minister (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-7
AREAS OF PARISH WORK WHERE 1653 PASTORS AND MINISTERS FEEL INADEQUATE
BY MINISTERIAL CATEGORY

Area of Parish Work	Classification of Pastors and Ministers									
	1	2	3	4	5	6	7	8	9	10
Preaching	25	71	19	35	22	18	10	14	20	3
Visitation	28	82	30	23	29	27	2	15	19	3
Club organization and administration	44	151	50	35	23	32	5	9	21	8
Counseling	36	189	64	30	29	19	4	12	26	5
Christian Education	17	108	29	21	18	13	-	6	12	2
Youth Work	19	95	23	20	22	19	-	6	23	2
Children's Work	28	96	27	20	32	25	6	7	11	2
Do not feel inadequate	6	37	17	7	11	8	2	4	11	2
Other	7	17	5	9	6	5	1	2	4	-
No Report	14	37	10	54	17	24	13	30	137	10
Totals useless as recipients of questionnaires were instructed to check more than one alternative if necessary										

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-8

WHERE 1653 PASTORS AND MINISTERS GO WHEN IN NEED OF COUNSELING
BY MINISTERIAL CATEGORY

Person Sought for Counseling	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
District Secretary	227	6	134	44	8	3	13	2	-	15	2
Regional Secretary	111	3	43	7	6	15	5	-	-	32	-
Elder or Moderator	179	10	72	32	5	2	17	5	4	28	4
Experienced Minister	567	53	175	59	68	63	41	14	30	51	13
Respected Layman	86	2	42	7	6	8	7	2	2	9	1
No one to whom I can go	36	2	17	5	-	3	3	3	-	2	1
Never need counseling	8	-	-	-	-	-	3	-	2	3	-
Other	140	23	38	7	7	26	18	3	7	7	4
No Report	299	13	31	16	67	19	20	8	22	101	2

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-9

THE NEED 1653 PASTORS AND MINISTERS HAVE FOR SECRETARIAL HELP
BY MINISTERIAL CATEGORY

Need for and Provisions for Secretarial Help	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Secretarial Help	1653	112	552	177	167	139	127	37	67	248	27
Adequate secretarial assistance provided	316	17	98	14	20	78	31	20	12	21	5
Assistance needed --inadequate provisions	161	1	100	14	2	24	6	4	7	1	2
Assistance needed --no provisions	225	7	136	38	14	7	10	4	3	4	2
Do NOT need secretarial assistance	529	38	197	98	66	15	41	4	18	40	12
No Report	422	49	21	13	65	15	39	5	27	182	6

Source: Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE VI-11

PROVISIONS FOR AND CONDITIONS OF PASTOR'S STUDY, FURNISHINGS AND EQUIPMENT
OF 177 PART-TIME PASTORS

Equipment	Provisions for and Condition of Study, Furnishings and Equipment (Each horizontal column equals 177)					
	Not Provided	Excellent	Good	Fair	Poor	No Reply
Pastor's Study	113	8	8	14	5	29
Typewriter	118	7	11	8	3	30
Mimeograph	83	22	19	16	14	23
Filing Cabinet	130	5	4	3	3	32
Book Shelves	104	7	16	15	4	31
Storage Cabinets	119	4	6	8	7	33
Desk and Chairs	124	2	8	8	5	30
Office Chairs	131	4	3	2	7	30

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE VI-12

CONDITION OF WORSHIP, FELLOWSHIP AND EDUCATIONAL FACILITIES OF CHURCHES
AS EVALUATED BY 552 FULL-TIME AND 177 PART-TIME PASTORS

Facilities	Condition of Facilities				
	Excellent	Good	Fair	Poor	No Reply
<u>A--552 Full-Time Pastors</u>					
Worship	154	211	129	33	25
Fellowship	124	183	154	67	24
Education	88	125	197	119	23
<u>B--177 Part-Time Pastors</u>					
Worship	33	89	34	7	14
Fellowship	16	65	59	23	14
Education	9	36	83	35	14

Source: The Church of the Brethren Study, 1961.
Recruitment and Conservation of the Ministry

TABLE VI-13
COMMITTEES AND BOARDS IN CHURCHES SERVED BY FULL-TIME PASTORS
BY MINISTERIAL CATEGORY

Committees or Boards	Classification of Pastors and Ministers									
	1	2	3	4	5	6	7	8	9	10
Official Board or Administrative Committee	60	496	134	130	84	80	23	40	113	14
Evangelism	36	333	52	65	65	60	17	26	72	10
Finance	66	499	134	97	80	82	20	40	110	15
Christian Education	64	484	111	99	97	77	79	23	110	13
Trustee	66	509	158	132	80	81	22	38	111	15
Nominations	41	438	105	81	70	68	18	35	100	13
Deacons	71	482	145	124	77	75	20	38	113	13
Music	55	449	89	95	70	72	19	37	103	16
Missions	26	263	46	75	52	58	13	24	74	7
Ministerial	63	503	144	84	80	79	21	39	110	14
Social Action	16	170	13	28	50	33	16	16	35	8
Other	-	11	1	4	1	6	-	3	1	2
No Reply	41	14	3	23	54	38	13	23	119	11
Totals useless as recipients of questionnaires were instructed to check more than one alternative if necessary										

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE VI-14

COMMITTEES AND BOARDS IN CHURCHES SERVED BY PART-TIME PASTORS
BY MINISTERIAL CATEGORY

Committees or Boards	Classification of Pastors and Ministers									
	1	2	3	4	5	6	7	8	9	10
Official Board or Administrative Committee	-	6	3	3	1	2	-	-	4	-
Evangelism	-	1	6	11	1	1	-	2	2	-
Finance	3	6	17	8	1	2	1	-	6	-
Christian Education	1	10	15	15	1	2	-	1	4	-
Trustee	3	16	20	12	2	3	2	2	1	1
Nominations	6	34	20	10	3	3	1	2	5	2
Deacons	16	55	22	14	4	8	3	5	8	2
Music	15	84	27	19	5	8	2	1	25	1
Missions	10	126	21	20	12	16	2	11	22	3
Ministerial	9	102	13	16	15	20	3	13	27	3
Social Action	9	96	10	15	39	21	10	6	23	3
Other	-	2	-	1	1	2	-	1	1	1
No Reply	40	14	3	23	54	39	13	23	119	11
Totals useless as recipients of questionnaires were instructed to check more than one alternative if necessary										

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-15

DEGREE 1653 PASTORS AND MINISTERS FEEL THAT THEY AND THEIR FAMILIES
SHOULD BE ABLE TO ENJOY THE MATERIAL COMFORTS OF LIFE
BY MINISTERIAL CATEGORY

Regarding Comforts of Life	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Similar to those in other pro- fessions	220	17	63	29	17	22	25	9	12	22	4
Higher than most parishioners	17	-	5	2	4	2	1	-	-	3	-
Same level as parishioners	401	35	123	43	52	28	31	9	15	58	7
Enough to care for family and do work	848	53	354	97	56	80	61	16	25	94	12
Should make great sacrifices	13	2	2	3	1	1	1	-	-	3	-
Should not re- ceive a salary	14	1	-	1	9	-	1	1	-	1	-
The Lord will provide	17	2	2	1	7	-	2	-	-	3	-
No Report	123	2	3	1	21	6	5	2	15	64	4

Source: The Church of the Brethren Study, 1961

Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-16

DEGREE 1653 PASTORS AND MINISTERS FEEL THAT THEIR CHURCH HAS FINANCIAL
RESOURCES TO SUPPORT A MINISTER AND CARRY OUT A GOOD PROGRAM
BY MINISTERIAL CATEGORY

Degree Church Has Resources	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Yes--without question	628	44	256	14	53	72	60	22	29	70	8
Yes--if they would put themselves to it	411	22	204	66	40	13	20	5	14	24	3
Questionable	145	8	42	40	15	12	8	3	2	12	3
No	158	4	35	52	24	7	11	1	3	20	1
No Report	311	34	15	5	35	35	28	6	19	122	12

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-17
CONGREGATION'S ATTITUDE TOWARD USE OF PARSONAGE AS ANALYZED BY
1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Attitude Toward Parsonage	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Pastor's home with privacy respected	767	47	421	67	30	71	35	9	17	58	12
Pastor's home but open to church activities	326	11	106	49	18	35	35	4	10	55	3
Church property to be used by them	52	5	6	7	7	2	7	1	4	12	1
Other	53	6	7	9	19	1	4	2	1	2	2
No Report	455	43	12	45	93	30	46	21	35	121	9

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor	(2) Full-time Pastor	(3) Part-time Pastor	(4) "Free" Minister	(5) Withdraw "A"	(6) Withdraw "B"	(7) Church Related	(8) Never Pastor	(9) Retired Minister	(10) All Others
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TABLE VI-18

PASTOR-CONGREGATION RELATIONSHIP AS ANALYZED BY
1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Pastor- Congregation Relationships	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Very fair and understanding	423	37	163	51	39	38	28	5	10	49	3
Generally fair and understanding	781	26	323	102	77	79	62	9	9	84	10
Neither fair nor offensive	100	5	42	14	10	8	11	-	2	6	2
Generally unfair and without understanding	37	2	13	4	3	-	9	-	1	4	1
Very unfair and lacking in understanding	15	1	2	-	2	1	8	-	1	-	-
No Reply	297	41	9	6	36	13	9	23	44	105	11

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-19
SATISFACTIONS AND FULFILLMENT IN THE MINISTRY AS ANALYZED BY
1653 PASTORS AND MINISTERS
BY MINISTERIAL CATEGORY

Degree of Satisfaction	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Satisfaction	1653	112	552	177	167	139	127	37	67	248	27
Very satisfactory and fulfilling	601	28	226	68	66	56	36	13	13	88	7
Generally satisfactory and fulfilling	792	44	290	94	85	71	60	14	25	97	12
Neither satisfactory nor frustrating	79	8	14	4	7	2	11	4	11	16	2
Generally frustrating and confining	41	2	10	8	-	4	11	-	4	2	-
Very frustrating and confining	7	2	1	-	-	-	2	-	1	1	-
No Report	133	28	11	3	9	6	7	6	13	44	6

Source: The Church of the Brethren Study, 1961

Recruitment and Conservation of the Ministry
Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-20
HOW HAPPY 1653 PASTORS AND MINISTERS ARE OVER THEIR GOING INTO THE MINISTRY
BY MINISTERIAL CATEGORY

Feeling Regarding Ministry	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
		112	552	177	167	139	127	37	67	248	27
Very happy	828	45	350	100	63	79	44	15	10	108	14
Generally happy	592	39	188	70	75	43	62	12	22	73	8
Hasn't made much difference	74	8	7	4	6	7	10	4	13	13	2
Generally sorry	18	3	3	-	4	2	2	-	4	-	-
Very sorry	3	-	-	-	-	-	1	-	2	-	-
No Report	138	17	4	3	19	8	8	6	16	54	3

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers
(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-21
NUMBER OF TIMES 729 CHURCHES CHANGED PASTORAL LEADERSHIP
DURING THE PAST TWENTY YEARS
BY CLASSIFICATION OF CHURCH

Classification of Churches	Total	Number of Times Churches Changed Pastoral Leadership								
		None	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15+
729										
Churches with part-time pastors	177	14	31	52	38	12	3	-	-	27
Churches with full-time pastors	552	34	76	225	131	37	2	1	2	43

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

TABLE VI-22
DEGREE THAT 1653 PASTORS AND MINISTERS FEEL THAT THEIR WIVES
ARE OF ASSISTANCE TO THEM IN THE MINISTRY
BY MINISTERIAL CATEGORY

Degree of Assistance	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
Assistance	1653	112	552	177	167	139	127	37	67	248	27
A great help	1170	70	414	134	118	100	94	24	40	158	18
Of some assistance	273	26	94	29	25	28	24	6	11	27	3
Neither a help nor a handicap	33	6	9	4	2	3	5	-	2	2	-
Of some handicap	41	2	16	1	7	5	1	2	3	3	1
A great handicap	3	-	1	1	-	-	-	-	-	1	-
No Report	133	8	18	8	15	3	3	5	11	57	5

Source: The Church of the Brethren Study, 1961
Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

TABLE VI-23

THE METHOD 1653 PASTORS AND MINISTERS FEEL THAT THE CHURCH
SHOULD ADOPT FOR PASTORAL PLACEMENTS
BY MINISTERIAL CATEGORY

Method Desired for Pastoral Placements	Total	Classification of Pastors and Ministers									
		1	2	3	4	5	6	7	8	9	10
	1653	112	552	177	167	139	127	37	67	248	27
Appointed by dis- trict or regional secretary	23	2	11	5	-	2	1	1	1	-	-
Appointed by dis- trict or regional board	41	2	12	3	6	4	3	1	2	5	3
Secretary assist- ance but approved by district	186	11	73	17	14	24	11	3	4	26	3
Between church and pastor subject to district approval	409	25	135	55	45	24	31	12	19	58	5
Between church and pastor with help from secretary and district	789	62	303	90	56	77	66	17	27	78	13
Between church and pastor only	58	3	9	4	20	-	7	1	-	14	-
Other	11	-	4	2	2	2	-	-	-	1	-
No Report	136	7	5	1	24	6	8	2	14	66	3

Source: The Church of the Brethren Study, 1961

Recruitment and Conservation of the Ministry

Legend for Classification of Pastors and Ministers

(1) Student Pastor (2) Full-time Pastor (3) Part-time Pastor (4) "Free" Minister (5) Withdraw "A" (6) Withdraw "B" (7) Church Related (8) Never Pastor (9) Retired Minister (10) All Others

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— A B S T R A C T

ABSTRACT

This dissertation is an extensive survey on the recruitment and conservation of the ministry in the Church of the Brethren. It was undertaken by the author at the request of the Ministry and Home Missions Commission and the Brotherhood Board who were instructed by the 1959 Annual Conference "to undertake an intensive research of the recruitment and conservation of the ministry with particular reference to attractions and deterrents to the ministry and the causes of pastoral withdrawals."¹

The denomination's interest in its ministers is both timely and necessary. The Church is not only faced with ministerial problems similar to those experienced by other denominations--it has its own peculiar problems due to the transition from a "sect-type" to a "denominational-type" church. One of the results of this transition is the shift from the "free minister" to the "professional salaried pastor."

¹Minutes of the 173rd Recorded Annual Conference of the Brethren held at Ocean Grove, New Jersey, June 16-21, 1959 (Elgin, Illinois: Brethren Publishing House, 1959), p. 74.

The main body of primary data was gathered by use of a questionnaire; the more difficult task of discovering factors related to pastoral withdrawals was accomplished by interviewing 54 ministers in Pennsylvania, Ohio, Illinois, and Indiana who had withdrawn from the pastoral ministry.

1. Background material

Church of the Brethren ministers are rural-oriented. Slightly more than 62 per cent were reared in the country or village with a population under 500; the fathers of 58 per cent were farmers.

Ministers seem to run in families. Slightly more than 60 per cent have at least one relative in the ministry.

Almost 9 per cent of the pastors did not graduate from high school; however, approximately 50 per cent have seminary degrees. Of this latter group, 45 per cent received their degrees within the past 10 years.

Slightly fewer than 38 per cent of the ministers with seminary degrees are not in the pastoral ministry.

Slightly more than 45 per cent of part-time pastors rated themselves as poor students, as compared to 2 per cent for full-time pastors.

At the time decision was made to go into the ministry, approximately 33 per cent would have accepted some form of military service. As of 1960, this number has been reduced

to almost 18 per cent.

There is a definite shift away from the belief that members of other communions must be rebaptized in order to become affiliated with the Church of the Brethren.

There is resistance to, but a trend toward the adoption of an additional communion service (less fellowship meal and feet-washing service).

The more schooling a minister receives the more he thinks his beliefs have changed since the day he decided to go into the ministry.

The average full-time pastor preaches 62 sermons a year; approximately 52 per cent spend from 5-12 hours per week preparing a sermon.

The average full-time pastor moves every 4.3 years; part-time pastors every 6.3 years. Approximately 25 years ago the average length of a pastorate was 7.3 years.

The average full-time pastor received \$409.02 per year car allowance; slightly more than 18 per cent receive no allowance. A pastor's actual car expense for parish work is probably around \$1,000. a year.

The average full-time pastor receives an annual cash salary of \$3,746. for an average 61-hour work week. The average part-time pastor receives an annual cash salary of

\$1,708 for an average 21-hour work week. The combined income from both church and secular occupation makes the part-time pastor the highest salaried minister (actually \$5,958 a year) in the Brotherhood.

2. Recruitment for the Ministry

The average Church of the Brethren pastor or minister joined the Church at about 13 years of age; he first thought about the possibility of becoming a minister before reaching his 18th birthday; and gave approval to ordination approximately 7 years later.

The data indicate that parents and pastors are the most influential persons in leading and encouraging young men to enter the ministry. These two facts vividly portray the strong influence of the home as well as the role of the pastor in the recruiting program.

Although pastors are key persons in the recruiting process, not all are endowed with the skills and abilities needed to draw young men into the ministry. Slightly more than 11 per cent of 1653 pastors and ministers were each responsible for guiding from 4 to 9 men into the ministry; 57 per cent have never had such an experience. Thirty-four per cent of 177 part-time pastors each guided, on the average, 5 young men into the ministry; the remaining 66

per cent have no ministers in full-time pastoral service to their credit.

Although there are undoubtedly many factors at work for recruiting individuals for the ministry, the data seem to indicate that certain small churches, under the leadership of part-time pastors apparently produce the kind of environment needed to recruit young men for the ministry.

The Church of the Brethren has a tremendous recruiting problem. For every 100 ministers who enter full-time pastoral service, 36 eventually withdraw; for every 100 young men who anticipate entering the ministry only 46 eventually become full-time pastors. It takes 100 young men, who anticipate going into the pastoral ministry to produce 35 full-time pastors who will remain at their post.

The Brotherhood has 73 ordained ministers with seminary degrees, and 57 ordained ministers with seminary training, who have indicated some interest in becoming pastors of a church.

Ministers employed in church-related organizations or institutions ranked second to retired ministers in number of individuals licensed and/or ordained under their ministry. This high ratio of 2.25 persons per minister is, apparently the result of the influence that church executives and college professors have on the life of a student, and if true, points to the strategic role that these

individuals play in recruiting men for the ministry.

The Brotherhood loses more young men with qualifications for the ministry from the time they leave junior high school until they graduate from high school than in any other age span. Fifty-three of every 100 qualified boys of junior high school age who graduate from junior high school are, in the eyes of the pastors, lost during the next 4 years.

According to pastors' estimates, the Brotherhood has approximately 1,114 young men of junior high school age, 525 young men of high school age, and 411 young men of college age, who seem to have the qualifications for becoming good pastors.

3. Factors Related to Pastoral Withdrawals

The most important factors related to pastoral withdrawal fall into three categories.

The great appeal of other professions, associated with higher salaries, more enjoyable working conditions, and the possibility of professional advancement are the major indicants accountable for approximately 50 per cent of all withdrawals from the pastoral ministry. The drive to "get ahead" is a basic problem; however, this process is "hurried along" by low salaries accompanied with a disgust with pettiness and jealousies of church members.

Another important aspect of pastoral withdrawals is in the area of beliefs. Many pre-ministerial college students go through a period of "questioning" their childhood beliefs. Although this "upheaval" is more prevalent when the student is in college, it frequently continues throughout seminary. The minister who has not "worked through" his theology to the point where he feels relatively secure in what he believes, finds preaching extremely difficult and as a result frequently withdraws from the pastoral ministry. Beliefs are more frequently a problem with ministers of conservative backgrounds than of those who were reared in more liberal traditions. The degree to which a minister is able to "work through" his theology is partially dependent upon how emotionally bound he is to a system of beliefs he can no longer accept.

A third important aspect of pastoral withdrawals can be attributed to methods of ministerial placement. Specifically, pastors dislike the swapping of information of a personal nature from one secretary to another. They also complain that placements are too often consummated without any real effort to match pastor with church. For this reason there is an increasing interest among pastors to involve more fully the District Ministerial Boards in placement procedures.

Although the above pastors' concerns are legitimate, it should be pointed out that pastoral placement in a denomination with so few churches, and many of these with small membership, defies an easy solution. It appears that no one system of pastoral placement is perfect and that pastoral placement will never be better than the ethical practices of the men who operate the system.

4. Toward a More Effective Ministry

The "free ministry" has definitely served a purpose in the Church of the Brethren and in some areas of the Brotherhood still performs a "functional role." The trend, however, is for the Church to employ a professionally trained minister.

The belief that God divinely selects and sets apart for ordination who shall serve him should never be belittled in the Church of the Brethren. However, it would appear that the use of testing programs might point out to some unqualified candidates the importance of being both an instrument of God and at the same time of being qualified for the task.

This study has brought to light a number of ordained Church of the Brethren ministers who seldom attend church services and others who refuse to offer a public prayer. The fact that less than 50 per cent of all Church of the

Brethren ministers are non-functioning indicates that many think of ordination as an honorary rather than a functioning office.

As a general rule, it can be said that a seminary trained pastor will expect a church to supply him with the basic tools to perform his task. A study located on the second floor of a parsonage is inadequate for counseling. Neither will worn out typewriters and mimeograph machines (slightly less than 38 per cent of churches with full-time pastors make no provisions for pastor's study, furnishings, or equipment) be appreciated by pastors who hope to turn out good work. Although some mechanically-minded pastors prefer to do their own typing and mimeographing, in all probability the churches should plan for the day when a pastor will request a secretary--which he feels will release him for other more important parish duties.

The small church (the most frequent size is from 50-100 members) will need to find ways to increase pastors' salaries. Although the majority of pastors are not overly concerned about their own personal needs, they will not, as a general rule, go beyond a certain point in sacrificing the welfare of their wives and children--no matter how strong "the call" to the ministry.



The fact that approximately 75 per cent of all pastors do not feel free to go to a District Executive Secretary when in need of counseling is almost conclusive evidence of the need for the Church to set up some method whereby pastors can share their problems and confidential information with an experienced, understanding counselor.

5. Conclusions

In view of the far-reaching ramifications of this project, the writer of this report is of the opinion that the most good will be gained from this study if both laymen and ministers independently study the report, independently draw their own conclusions, then synthesize their ideas and jointly draft a plan incorporating definite directives which the Church could adopt to strengthen its ministry.

The procedure suggested by the author is the simple "grass roots" technique of involving people in the local church, so that as many persons as possible will be informed and involved in the decisions they will be expected to carry out at a later date.

The writer hopes that some recommendations will be immediately acted upon. He is aware, however, through experience, that social change is a relatively slow process.

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AUTOBIOGRAPHY



AUTOBIOGRAPHY

I was born December 16, 1919, in a farmhouse in Penn Township, Lancaster County, Eastern Pennsylvania, the first son (second child) of a young farmer and wife of Pennsylvania Dutch heritage; reared on mush, scrabble, fried potatoes, sauerkraut, and the Bible; taken to church at an early age; educated in the town's public school and the woodshed; and taught to accept responsibility at an early age.

I worked on my father's combination poultry and truck farm until drafted into the Civilian Public Service Program

at the outbreak of World War II. The first three months of this three and one-half year war-time experience were spent in a basic camp in Virginia; the remaining three and one-fourth years at Greystone State Hospital, Morris Plains, New Jersey, administering to the physical needs of approximately 100 men afflicted both with tuberculosis and with mental diseases.

On May 2, 1946, I was discharged from the Civilian Public Service Program. In the spring of 1947, my wife, daughter, and I moved to Indiana, where I enrolled as a student at Goshen College. At the close of a successful year in college, the District Elders' Body of the Church of the Brethren licensed me to the ministry. Ordination followed a year later, as well as a call from the Baugo Church of the Brethren, Wakarusa, Indiana, to be their pastor.

Upon graduation from college, the family (now numbering four) moved to Chicago, Illinois, where I pursued graduate studies at Bethany Biblical Seminary and Northwestern University. During my last year at seminary, and one year following graduation, I was pastor of the Church of the Brethren at Canton, Illinois.

Following the 1954 Annual Conference of the Church of the Brethren held at Ocean Grove, New Jersey, the Brethren

Service Commission and the General Brotherhood Board appointed me administrative-director of the Brethren Service Project at Castaner, Puerto Rico. The following three years were devoted to guiding a staff of sixty to eighty Puerto Ricans and American service workers in the administration of a hospital, senior high school, community center, material aid program, and a coffee and animal farm, as well as organizing the Castaner Community Committee. This latter group composed of twenty-one Puerto Ricans assisted in planning for "The Ten Year Development Program."

Upon completion of a three-year term of service in Puerto Rico, I enrolled in a graduate program at Boston University, School of Theology. The following three years were devoted to residence study as well as pastor of the Broadway Baptist Church in Cambridge, Massachusetts

In September, 1960, I became director of Research and Strategy of the Massachusetts Council of Churches; a position which I hold today.

My wife, the former Blanche Ibach, three daughters, Donna, age seventeen; Dena, age twelve; Dana, age nine, and I presently reside at 41 Undine Road, Brighton, Massachusetts.